



Gleitsmann Security Inks is a company that has been in existence since 1847. We are a company that has earned a position as one of the world's leading suppliers of an innovative product range in the high security printing market as a result of offering the highest quality, continuous and reliable services and state-of-the-art research and production capabilities.

Our claim to ourselves is not only to be a supplier, but also the best possible partner for our customers. We advise our customers with commitment and competence and deliver tomorrow's printing solutions with our innovative ideas today. Adhering to resource-saving and energy-saving processes, we work to constantly improve the products we manufacture.

 **Quality in thought and action**

When we think of quality, we mean much more than product quality alone, but rather our entire portfolio of services we provide in our market. Our understanding of quality thus extends beyond development, application technology, customer service and production to include the optimisation of all business processes.

Reliable compliance with quality guidelines is the measure of all activities in our company. Every employee is aware of this and makes an essential contribution to the quality of our sophisticated product range and services in his or her environment on a daily basis.

 **Environment and energy**

We are aware that our activities can have an impact on the environment. Therefore, we consider it our duty to reduce this impact and the use of energy to the possible minimum within the framework of economic and technical possibilities and by means of well thought-out processes.

This means minimizing the consumption of energy, water and resources, as well as keeping the generation of waste and emissions as low as possible.

 **Interested parties**

We want good relations with the interested groups.

We maintain an open information policy. We therefore inform our customers, suppliers, neighbours as well as the responsible authorities about all important events in the field of environmental protection as required.

We regularly communicate the integrated management policy to our employees, affiliated companies, suppliers and service providers and "live" it.

 **Risks and opportunities**

Our corporate policies and strategy focus on long-term objectives. In addition to securing economic earning power, this also includes taking into account the needs of other interest groups. We therefore strive to deal openly with risks. This includes the early identification, assessment and reduction of risks as well as risk communication.

Business activities entail both risks and opportunities - we do not want any risk to go unnoticed or any opportunity to go unused.

 **Our employees are our top performers. Employee consultation and participation is important to us**

Our goal is to continuously promote the potential and competence of our employees. We strive for a corporate culture that is shaped and developed by all employees on their own responsibility. This understanding and awareness, as well as the attitude of all employees towards quality, the environment, occupational health and safety, are prerequisites for the satisfaction of our customers and the success of our activities.

By consulting down to the smallest level of each group and team, we create a high-performance environment that is fair, inclusive and cooperative.

We ensure our success and the continuous implementation of improvements in ongoing collaboration with our employees through consultation and participation.

 **We take responsibility for our employees**

The management is aware of its responsibility for the safety and health of all employees and is committed to avoid physical injuries and occupational diseases. Occupational safety and health protection are personal obligations to which everyone contributes.

Workplaces and workstations are set up in accordance with current occupational health and safety knowledge so that the greatest possible safety is ensured for the company's employees as well as for persons on our premises. All managers and employees are obliged to participate in the necessary transfer of knowledge.

We cooperate openly with the relevant authorities and accident and property insurance providers.

 **Compliance**

As a measure to comply with the law, requirements of interested parties and internal company guidelines, compliance is a central element of our corporate culture.

We are committed to actively identifying and complying with applicable legal requirements, client requirements and other demands. We have explored the context of our business and defined the resulting requirements for the nature and complexity of our integrated management system. This results in objectives that are designed to be measurable and thus quantifiable.

Our activities within the scope of the applicable management system are based on the standards ISO 9001, ISO 14001, ISO 45001 and the principles of the Banknote Ethics Initiative.

 **Continuous improvement**

Continuous improvement processes are used to identify measures for improving the quality and safety of our products and services, for increasing occupational health and safety, for environmental compatibility and for improving the use of energy in the company.

We provide the human and financial resources required to maintain the integrated management system and undertake to ensure that our management system can also develop its intended effects and that the targeted results are achievable.

Berlin, 9th April 2021

City, Date



Michael Fischer



Ulrich Walter