

As of: 9/2019

## Our business policy

The conservation and protection of our environment, the satisfaction of our customers and the health of our employees are the major concerns of IBC SOLAR AG. Only the realization of these demands can help us to safeguard the economic viability and the continued existence of the company. Our ultimate goal is to achieve market leadership as the provider of ready-to-use systems and of all individual components necessary for generating and storing electricity using photovoltaics. With our activities, we intend to save the Earth's finite energy resources, overcome high-risk nuclear power generation and supply everyone with 100%-renewable and CO2-free energy.

In the course of our environmental, industrial safety and quality management program, we are committed to the following values:

### **Ethics / morals: We respect human beings, the environment and nature – without exception**

We commit ourselves to protect the environment and see it as our duty to avoid environmental pollution. With regard to the health and safety of our staff the prevention of work-related illnesses and injuries is our top priority. The observance of social and ethical standards in terms of our CSR statement is a matter of course for us.

### **Honesty: We take it for granted to treat everyone with sincerity and integrity**

The involvement of our staff and partners in current company developments and the mutual support in solving issues relating to quality, the environment and industrial safety are all cornerstones of our company's success. In order for us to be able to coordinate expectations and positions and to make decisions comprehensible, open communication is a must.

### **Quality and safety: Mankind and the environment, the product and its utilization – only together we can reach the optimum**

In our understanding of quality and safety, we combine the sum of all expectations and demands placed by our customers on our products and services. It is our aim to provide our customers worldwide with reliable state-of-the-art components and photovoltaic systems through structured internal and external communication paths, the qualification of our staff through regular and advanced training and the company-wide focus on achieving our company policy goals.

### **Responsibility: We take the responsibility for the environment, for the satisfaction of staff and customers**

We can only provide high-quality services if our employees are properly motivated and involved. With extensive in-house information, the delegation of responsibility and competencies, as well as regular discussions, the employees are involved in implementing the company policy. In addition, we are committed to involving and consulting the employees in the decision-making process. Ensuring the good health of our employees through a variety of measures is part of our daily management responsibility. An essential prerequisite for us - and one that we encourage - is the consistent development of our technology and personnel and the continuous increase of knowledge. The personal commitment and motivation of all concerned enables us to put this knowledge into practice. For us, responsibility also means identifying, regularly evaluating and complying with valid legal obligations.

**Humanity: We are convinced: social and corporate commitment pay off**

Through our sustainable business activity we will be contributing towards protecting the environment, and, by using renewable energy sources, we will also be making it possible to provide a long-term, globally-viable, environmentally-friendly and conflict-free power supply. IBC SOLAR is aware of its responsibility as a major company and employer in the region of Upper Franconia and, because of this, supports social, cultural and environmentally-relevant activities.

**Excellence: We always want to make extraordinary efforts to be an outstanding company**

Our efforts towards continually improving are reflected in the constant further development of the efficiency of our management system as well as the steady improvement of our performance in terms of quality, environmental and occupational safety and health protection. The regular assessment and adjustment of the system guarantees constant development towards achieving the targeted degree of excellence.

**Consequence:**

Continual action is our promise.

Handwritten signature of Udo Möhrstedt in blue ink.

Udo Möhrstedt  
*Chairman of the Board*  
IBC SOLAR AG

Handwritten signature of Fred Friedmann in blue ink.

Fred Friedmann  
*Member of the Board*  
IBC SOLAR AG

Handwritten signature of Lars Degendorfer in blue ink.

Lars Degendorfer  
*Member of the Board*  
IBC SOLAR AG