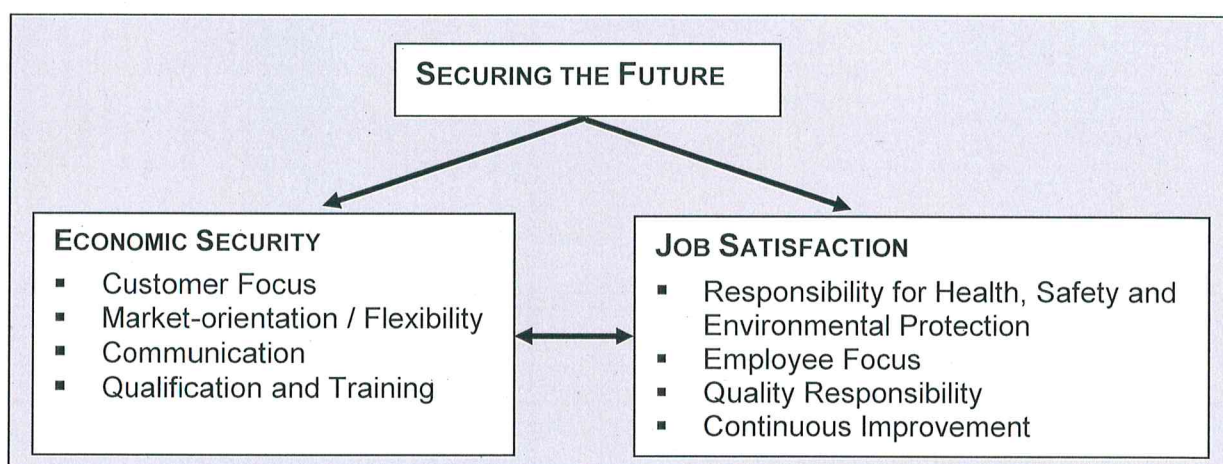
	<h1>Company Policy</h1>	Revision Date 2020-01-20
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The key term in our Company Policy, that equally applies to Quality and Environmental Management as well as to Health and Safety Management, is **SECURING THE FUTURE**.

For us, securing the future of our company means that by maintaining our market position we safeguard long-term employment. Our most valuable asset are motivated employees who enjoy their work and are satisfied with their working conditions. **Job satisfaction and economic security under consideration of health, safety and environmental protection are mutual prerequisites.** Only motivated employees provide high-quality results that satisfy our customers and thereby ensure the economy of our company.



1. CUSTOMER FOCUS


Our Company's management and employees are geared to meet the customer's requirements for quality, safety and for providing environmentally sound services and products. The development into a full-service supplier for all customers is a fixed aim in our company programme.

2. MARKET ORIENTATION AND FLEXIBILITY

Our range of services and products is continuously being adapted to meet the customer's requirements and the demands of the market and technology. With the quality of our work and our practiced responsibility for occupational safety and environmental protection we want to convince our existing customers and gain new ones from satisfied customer's recommendations. The development into a full-service supplier for all customers is a fixed aim in our company programme.

3. COMMUNICATION

Internally we maintain open communication to all parties. This takes place, among other things, through quarterly information and communication events (getTogether), during the HSE weeks and throughout the year via gREEN. We also work closely with the appropriate authorities and keep contact with the interested public.

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4. QUALIFICATION AND TRAINING

The qualification of all staff members plays a key role at REETEC and is a fundamental element of our economic success. We offer a large spectrum of qualifications and trainings adapted to the constantly rising requirements of the wind energy branch in terms of safety, quality and innovation.

5. RESPONSIBILITY FOR HEALTH, SAFETY AND ENVIRONMENTAL PROTECTION

All employees are responsible for being environmentally conscious of their actions in their fields of duty by adhering to economical and ecological principals, health and safety regulations. We keep up to date with the latest laws and regulations on health and safety procedures and environmental protection up to date and comply with them in all our activities. Our company's obligations, which result from occupational safety and from health and environmental protection, are laid down in the document "SHEQ-Basic principles".

6. EMPLOYEE FOCUS

We systematically promote and assign our employees to a team according to their vocational education and skills. Well-equipped workplaces regarding the working equipment, ergonomics, safety, health and environmental protection is a matter of course for us. In order to increase the employee's identification with the company, we set a high value on transparency regarding the company's development. In order to drive this forward effectively, we actively involve our employees in all relevant processes. Our flat hierarchies and the prevention of discrimination anchored in our Code of Ethics as well as the promotion of diversity and equality of opportunities encourage the open and respectful interaction with each other. Our flat hierarchies, our code of ethics as well as our diversity activities are supposed to both prevent discrimination in our company as to support the variety and equal employment opportunities and thus to encourage open and respectful treatments of the staff members.

7. QUALITY RESPONSIBILITY

All employees are responsible for the quality of their work and of being aware of their actions independent of their position within their field of duty. Requirements from standards, laws and sets of rules and regulations must be observed with any works carried out. Our company's quality commitments are laid down in the document "SHEQ-Basic principles" (Safety, Health, Environment, and Quality).

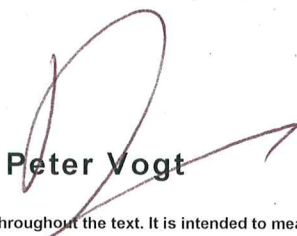
8. CONTINUOUS IMPROVEMENT

We, the management and employees commit to continuous improvement in our respective field of duty and to co-operation with other fields to improve our work processes and our environmental practice and furthermore to participate in the improvement of the operational procedures, of the health and safety management and environmental protection within the entire company.

Managing Directors



Detlef Lindenau



Peter Vogt

Bremen, 20-01-2020

Note: Only for reasons of simplicity is the masculine gender used throughout the text. It is intended to mean both the female and the male gender.