

ENVIRONMENTAL POLICY STATEMENT - DIE KOMMUNIKATOREN

DIE KOMMUNIKATOREN is committed to leading the industry in minimising the impact of its activities on the environment. The key points of its strategy to achieve this are:

- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Minimise toxic emissions through the selection and use of its fleet and the source of its power requirement.
- Actively promote recycling both internally and amongst its customers and suppliers.
- Source and promote a product range to minimise the environmental impact of both production and distribution.
- Meet or exceed all the environmental legislation that relates to the Company.
- Use an accredited program to offset the greenhouse gas emissions generated by our activities.

Signed by Werner Savernik, Managing Director

QUALITY POLICY STATEMENT - DIE KOMMUNIKATOREN

DIE KOMMUNIKATOREN is committed to total customer satisfaction, and compliance with regulatory bodies at all times, at maximum effectiveness and minimal cost.

- Every employee is charged with the responsibility to meet customer requirements and continually improve the quality in keeping with our objectives.
- Employee development through involvement, training and effective communications is essential in maintaining the satisfaction of its customers.
- By continuing to improve the ways we treat our customers, employees, and vendors, we will contribute to the mutual business and personal success of all.
- Top management will hold regular MRM's to ensure quality objectives are met and subject to continual improvements.
- We aim to:
- Understand our markets and customer needs and expectations and continuously improve our service to facilitate growth
- Develop our technology and infrastructure continuously in order that we may offer the latest available technology to meet our customers' expectations and the ever changing demands of the market place
- Provide a high level of service to our customers with as minimum cause for complaint as possible
- Ensure that when complaints are received, they will be attended to in a timely manner with a view to eliminate the root cause and prevent recurrence
- Maintain a healthy constructive work environment that enables personnel to produce optimal output

Signed by Werner Savernik, Managing Director

SOCIAL ACCOUNTABILITY POLICY - DIE KOMMUNIKATOREN

We have voluntarily chosen to implement a comprehensive system for managing ethical workplace conditions as a part of our business agenda.

So, we are committed to:

- Conform to all the requirements of standard SA8000.
- Comply with all legal and other subscribed obligations.
- Respect all ILO and other International charters on social and labour issues.
- Review this policy regularly in order to continually improve it according to changes in social requirements.
- Ensure that this policy is effectively implemented, maintained, and communicated.
- Make this policy accessible in a comprehensible form to all personnel in any manner.
- To make this policy publicly available in an effective form and manner to all interested parties upon request.

Signed by Werner Savernik, Managing Director