

Environmental Management at MEN

Environmental Management aims at a continuous improvement of the protection of the environment by the company. This includes a yearly improvement in measurable results, such as energy consumption, amount of waste.

The health and safety of our employees and a social responsibility for the public are part of our business goals and are the responsibility of the company management. All employees contribute in equal measure to the daily implementation of environmental protection measures. Everyone has a duty to point out possible dangers and has a right to the removal of danger potentials. The employees are obliged to consider and follow MEN's environmental guidelines in their daily work.

Despite MEN having a low environmental relevance, as is typical for the industry, the company introduced a certified environmental management system according to DIN EN ISO 14001 as early as 2003 in order to support its efforts to achieve an effective and sustained protection of the environment.

To reduce environmental problems, MEN has an environmental management system that gathers key figures on material flow (input/output assessment) and energy consumption. The environmental managers regularly present these key figures to the Managing Director.

In September 2008, MEN has become a member of the B.A.U.M. (German Environmental Management Association), supports the diverse endeavors of B.A.U.M. for precautionary, integrated environmental protection through ideas and financing, and has committed itself to gradually putting the code for environmentally aware management developed by B.A.U.M. into practice.

The B.A.U.M. Code includes 10 rules of conduct, which we want to list here briefly (you can find the more detailed original list on the B.A.U.M. website under www.baumev.de

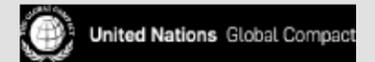
1. Environmental protection is one of the primary goals of the company.
2. Environmental protection is a management task, leading to concrete goals and rules on all levels.
3. Environmental managers or environmental committees are named, provided with comprehensive information, and integrated in all decisions.
4. Environmental protection is an individual aspect within planning, control and monitoring systems.
5. Regular environmental reports to B.A.U.M.: weak points are recognized and improved; progress is documented.
6. Employees are informed, motivated and trained.
7. Research is used to lower the environmental impact of products and their production; economical use of raw materials, energy and water; taking the lifetime of products and their disposal into consideration.
8. Including the market: developing environmental standards with suppliers; giving advice to business partners; informing consumers.
9. Open dialog with all groups of society: informing the media, cooperating with associations and authorities.
10. Effective laws are regarded as minimum requirements: aiming at a higher level of environmental friendliness.

These rules of conduct reflect the extraordinary position of environmental protection in the company structure of B.A.U.M. members.

Environmental Policy and Targets

As early as 2003, MEN has introduced a certified environmental management system according to DIN EN ISO 14001 on a voluntary basis in order to be able to present internally and externally its efforts to achieve an effective and sustained protection of the environment.

Our environmental policy concerns all MEN's employees and departments. The environmental targets deduced from the environmental policy are monitored regularly, evaluated with regard to their adequateness and improved continuously.



MEN commits to

- » continuously improve environmental protection
- » avoid unnecessary environmental impact
- » follow strictly the environmental laws, the legal obligations and other requirements concerning the environment at MEN. We consider the valid environmental laws and regulations as binding for us when
 - defining and evaluating environmental targets
 - documenting, implementing and maintaining the environmental policy
 - announcing the environmental policy to all MEN's employees and suppliers via the Intranet/Internet
 - making the environmental policy available to the public, preferably via the Internet

Our Environmental Guidelines

- » MEN aims at continuously improving environmental protection and guarantees this via environmental management and following its guidelines.
- » In September 2008, MEN has become a member of the B.A.U.M. (German Environmental Management Association), supports the manifold endeavors of B.A.U.M. for precautionary, integrated environmental protection through ideas and financing, and has committed itself to putting the code for environmentally aware management developed by B.A.U.M. into practice.
- » The idea and awareness of environmental protection plays an important role in the daily work of all employees.
- » MEN encourages the environmental awareness of the employees and provides training in environmentally relevant areas.
- » Gathering of environment data (water, gas and energy consumption) is the basis for a comprehensive approach to saving energy and resources.
- » MEN aims at avoiding waste and pollutive emissions or reducing them to a minimum.
- » The internal environmental guidelines are followed even when purchasing office supplies.

To reduce environmental problems, MEN has an environmental management system that gathers key figures on material flow (input/output assessment) and energy consumption. The environmental managers regularly present these key figures to the Managing Director.