JULABO Quality and Sustainability Policy

In industry, research and science, the JULABO brand stands for premium products for the highest demands in the field of temperature control technology. For over five decades top quality has been a central element of what we do. We always think and act both sustainably and ecologically in accordance with our vision *Superior Temperature Technology for a better Life*.

Key points of the JULABO quality policy

- We always base our quality on the high requirements and needs of our customers.
- With premium solutions from JULABO, we enable our customers to meet the highest requirements.
- Top quality is a team result. Everyone contributes with their best possible performance.
- We always think and act in a process-oriented fashion – across departmental boundaries.
- We continuously improve our quality in a constantly changing environment.
- We manage quality based on objective insights.

Key points of the JULABO environmental policy

- We continuously and effectively monitor and improve our environmental impact.
- We actively involve our partners in our environmentally relevant activities.
- Our processes use resources and energy sensibly.
- Our products contain the latest, pioneering and sustainable technologies and are environmentally friendly throughout their entire life cycle.
- We are committed to complying with all binding obligations.

Key points of the JULABO policy for social sustainability

- We promote lifelong learning and continuous personal development.
- We value and support diversity, inclusivity and mutual respect.
- We enable life-phase-oriented work and offer fair compensation.
- We strengthen employee participation and rely on transparent communication and decision-making processes.
- We ensure the health and safety of our employees in the workplace.
- We support local charitable organizations and projects.

Our high standards are reflected in JULABO's success and the strong loyalty of our customers and employees.

JULABO Management, March 2025