

# Management Policy of MAN Diesel & Turbo



This Management Policy is a fundamental driver for the Quality, Occupational Health and Safety as well as the Environmental Management of MAN Diesel & Turbo.

MAN Diesel & Turbo is the world's leading provider of large-bore diesel engines and turbomachinery for marine and stationary applications. It designs two-stroke and four-stroke engines that are manufactured both by the company and by its licensees. It manufactures gas turbines, steam turbines and compressors. The product range is rounded off by turbochargers, CP propellers, gas engines and chemical reactors, complete marine propulsion systems, turbomachinery units for the oil & gas as well as the process industries. Furthermore, MAN Diesel & Turbo is an EPC contractor for oil and gas fired power plants. Customers receive worldwide after-sales services marketed under the MAN PrimeServ brand.

We strive to be a reliable partner who fulfils and exceeds our customers' requirements with regard to occupational health and safety, quality as well as safe and environment-friendly products and operations throughout the product lifecycle. As part of the MAN Group we are committed to the UN Global Compact. We adhere to Corporate Responsibility and strive to include prevention of pollution, climate protection and energy saving as important cornerstones of this approach. We act according to the motto "Safety first". The control and elimination / reduction of risks relating to occupational health and safety hazards as well as environmental impairment is one of our prime objectives.

Our employees are the foundation for our success. Their personal and professional skills are to be constantly enhanced through educational and training activities. Management is charged to continuously motivate our employees in order to live up to the demands of our policies, targets and action plans. MAN Diesel & Turbo promotes measures to prevent injuries and to actively safeguard the health of the employees. Our internal cooperation is based upon a leadership culture which is both open and dynamic, so that each employee is aware of their duties, assumes full responsibility for their tasks and commits to the achievement of designated and agreed objectives.

MAN Diesel & Turbo operates and maintains an Integrated Management System which consists of Quality Management according to the ISO 9001 standard, Occupational Health and Safety Management according to OHSAS 18001, Environmental Management according to ISO 14001 and comparable standards. A constant improvement is realized by open communication and a permanent lessons learned-/continuous improvement process.

Both the management and the employees are obliged to comply with this policy and the rules described in our Management System. Moreover, MAN Diesel & Turbo is fully committed to comply with applicable legal and other relevant requirements. This comprises all elements of our "House of Good Corporate Citizenship". Compliant behavior is an important part of our corporate culture as expressed in the MAN Group Code of Conduct and our Code of Conduct for Suppliers.

To ensure the adequacy of our products and systems, the product quality is verified by thorough inspection and control activities at chosen quality points during the production chain as well as along the business- and project processes. Our Integrated Management System and the respective objectives are periodically reviewed by the Executive Management Board. Additionally, the satisfaction of our customers is regularly surveyed.

MAN Diesel & Turbo's Guiding Principles for "Health & Safety", "Environmental Protection", "Product Safety" and our "Quality Philosophy" provide clear cut instructions as to the application of this Management Policy.

Augsburg, June 2016

Executive Board

  
Dr. Uwe Lauber  
CEO

  
Arnd Löttgen  
CMO

  
Frank Burnautzki  
CFO

  
Dr. Peter Park  
CFO

  
Wayne Jones  
CSO

  
Wilfried von Rath  
CHRO



## Health and Safety Principles

The health and safety of our employees are of paramount importance to MAN Diesel & Turbo and are part of corporate responsibility. It is a key contribution to the success of the company.

As an expression of the MAN Diesel & Turbo Management Policy, we adhere to the following principles:

1. We follow the principle **'Safety first'**.
2. We consider health and occupational safety at the earliest possible stage in our planning and decisions.
3. We analyze risks and hazards in all areas of work and prevent or mitigate them to acceptable levels.
4. We consider health and occupational safety as part and parcel of the management tasks at MAN Diesel & Turbo.
5. We actively involve our employees in the implementation of health and safety activities and expect their proactive support. Managers have a particular duty to act as role models.
6. We support our managers and employees in fulfilling their responsibilities by providing them with the necessary resources and qualifications.
7. We promote preventive measures aimed at improving the health and safety of our employees, at times exceeding statutory provisions and technical standards. Social factors and changes are taken into consideration.
8. We encourage the health and safety awareness of our employees at all levels in the long term through training and information.
9. We analyze all accidents and near misses, and implement appropriate measures against recurrence.
10. We continuously develop our management system in terms of health and occupational safety through regular reviews on prospective improvements.
11. With the "MAN Code of Conduct for Suppliers and Business Partners" we assure that our guiding principles relating to health and safety or similar standards are applied by this group. We strive to implement these principles in all customer contracts.

Augsburg, June 2016


Executive Board



**Dr. Uwe Lauber**  
CEO



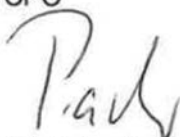
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## **Environmental Protection Principles**

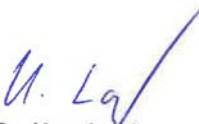
Environmental protection is of paramount importance for MAN Diesel & Turbo and is a key success factor for the company.

As an expression of the MAN Diesel & Turbo Management Policy, we adhere to the following principles:

1. Environmental protection is a high priority corporate goal. It is both a prerequisite for the company's social recognition and acceptance as well as a basic responsibility of corporate responsibility.
2. We consider environmental protection in our planning and decision processes at the earliest possible stage.
3. We are aware that energy and natural resources are consumed to meet our economic goals. This applies in particular to product manufacturing and product development. Therefore, we set ourselves the goal of achieving the best possible efficiency and optimized emissions for new products. Furthermore, we assure that our products are made of environmentally compatible materials. We develop customer solutions to increase efficiency during operation as well as to reduce energy consumption and emissions.
4. We design, build and operate buildings and infrastructure with the intention of keeping the unavoidable environmental impact, especially in regard to use energy, water and volatile organic compounds and generation of waste-water, solid wastes, emissions and noise to a minimum.
5. We develop production, testing and logistic processes for optimal and efficient resource consumption.
6. With the "MAN Code of Conduct for Suppliers and Business Partners" we assure that our guiding principles relating to health and safety or similar standards are applied by this group.

Augsburg, June 2016

Executive Board



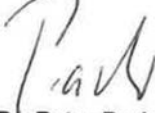
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# Quality Philosophy of MAN Diesel & Turbo

## Prime Quality in Products, Processes and Services ...

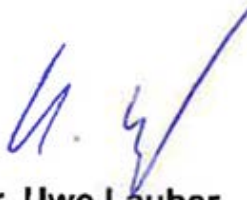
are indispensable for the success of MAN Diesel & Turbo and a prerequisite for the safety of our products. For this reason, MAN Diesel & Turbo is committed to adhere to the following guidelines:

1. We ensure successful long-term relationships with our customers on the basis of excellent product, process and service quality.
2. We avoid damage claims by robust processes and mature products.
3. We handle failures openly and promote measures to detect and rectify failures and risks.
4. Quality costs money, curing poor quality costs many times more. We therefore promote and call for preventive measures for quality assurance from everybody.
5. Quality cannot be delegated. Everybody is responsible for the quality of his work.
6. We choose suppliers with focus on quality and develop them consistently.
7. According to the MOT Safety Philosophy we act with following prioritization:
  1. Safety // 2. Quality // 3. Time // 4. Costs.

We live our Quality Philosophy with our customers, suppliers, licensees and business partners in all business areas of MDT.

Augsburg, June 2016

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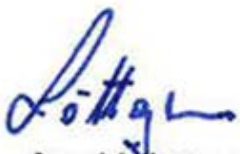
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