

## EN | QHSE policy

We develop, produce and supply hearing protection and safe communication products that go beyond protection only. We offer high quality and sustainable solutions for various noise protection and communication needs of our customers. We provide optimal use experience by perfect fit and acoustic comfort. We apply our quality and environmental management system to identify trends, environmental aspects, mitigate risks and maximize opportunities. We monitor changing regulations and work to continuously improve quality and reduce environmental impact of our products, services and processes. We commit ourselves to compliance with applicable legislation and regulations. This policy applies to all Elacin entities is communicated on our website [www.elacin.com](http://www.elacin.com).

### Vision

Eliminate noise induced hearing loss.

### Mission

At Elacin, our mission is to make hearing protection easy and effective. We empower people to enjoy clear sound while staying safe in their environment.

By combining innovation and care, our products ensure speech clarity, situational awareness, and an enhanced sound experience, no matter the setting.

We envision a future where everyone can experience sound safely, preserving their hearing and overall well-being, without compromising daily life or productivity.

### Values

- + License to Operate: conformity to applicable rules, standards and regulations are at the core of our operation and prevail over everything else
- + We act with integrity, transparency and responsibility
- + There is no good news, there is no bad news, there is just news
- + We make fact-based decisions

### Objectives

- + We continuously enhance the customer experience by constant improvement our products, services, and processes. We prioritize digitization efforts to improve the customer journey.
- + We actively drive European product standardization in our field
- + Leadership in flat attenuation
- + Be recognized as an innovative company
- + Be recognized as a sustainable company
- + Good communication with third parties
- + Improve safety awareness among employees, customers and users
- + Improve sustainability awareness among employees, customers and users
- + Sense of loyalty, commitment and responsibility
- + Satisfied customers and users
- + Profitable and sustainable growth
- + Work towards a neutral Environmental Footprint

Endorsed by  
Bas Fleskens, Managing Director  
04.04.2025