Mission Statement of Kalkfabrik Netstal AG

1. Introduction

The present time brings with it a very rapid change of values, also, general conditions are changing almost on a daily basis. There is a threat of disorientation. This is why we need a compass, one aligned to the long-term basic values of our company.

With this mission statement, which is the basis for our **strategic positioning**, we want to chart our course and document the values that we strive to live by in our every day business at the same time.

This mission statement is binding for the KFN as of the beginning of 1998. It was last updated on January 9, 2024.

Heinz W. Marti, President

2. General Business Objectives

KFN aims to

- extend and strengthen its position in the Swiss and foreign markets with high-class lime products and new applications
- be a reliable partner for customers and suppliers
- win over qualified and engaged employees
- reach a high efficiency both technologically and economically
- maintain a good profitability and a solid financial architecture
- ensure its existence in the long term
- prove its responsibilty towards mankind and nature
- fulfill legal requirements
- lead an open dialogue with the public and politicians

3. Day-to-day-business

- Our customers' needs are the focus of our activities.
- New, high-grade products and applications help to maintain and extend our position in the market.
- With our high quality and safe products and services – especially those for uses in the food, animal feed and pharmaceutical sectors – we stand out against our competitors. Our internationally recognized certificates (ISO 9001, ISO 14001 and ISO 22000/FSSC 22000) are meant to document these high standards to the outside world.
- Lean, efficient structures and procedures lower our costs.
- Routines and procedures are to be put to the test continually, so we can put continuous improvements into place and react quickly to changes in our surroundings.

4. Employees and their behaviour

- Employees work in jobs according to their skills and their performance.

- KFN ensures a pay that is in line with duties and performance, as well as adequate social benefits.
- KFN is better positioned to reach its goals with a co-operative leadership style and by specific training and further education of its employees.
- KFN employees are obliged to comply with the code of conduct (KFN-1003-02).

5. Environment protection and workplace safety

- KFN strives for sustainable development that pays heed to social justice, its ecological responsibility and its economical prowess (see sustainability booklet KFN-1907-00 and chart KFN-1907-01) and is certified according to the environmental management standard ISO 14001.
- We design our processes in such a way that the health and safety of our employees take priority and the impact on the environment is kept as low as possible.
- KFN employees engage in an open dialogue and proactively tackle whatever is identified as being neccessary.

6. Finances

- KFN intends to finance its growth primarily by using its own resources.
- Its internal rates of return have to provide safety and enable growth.
- The appropriation of profit shall give consideration to shareholders, maintain the substance and strengthen the own capital.