Policy for Quality, Health, Safety, Environment and Energy

At Wilo, we are committed to providing innovative and sustainable solutions while ensuring the quality of our products and services, the health and safety of our employees and protection of the environment. This policy is derived from our sustainability strategy CREATING CARING CONNECTING and the code of conduct. Our Integrated Management System for QHSEE is implemented in accordance with ISO 9001, ISO 14001, ISO 45001, and ISO 50001 requirements.

Creating

We design sustainable products and integrate energy efficiency principles.

We promote innovation and eco-design principles to reduce environmental and energy impacts.

We apply risk-based thinking and process-based management to aim for zero failures and accidents.

We comply with applicable compliance obligations and all relevant legal and regulatory requirements.

We include environment and energy aspects in all steps of the product life cycle.

Caring

We ensure safe and healthy workplaces by eliminating hazards, reducing risks, and preventing work-related injuries and ill health.

We maintain emergency preparedness and response plans to protect people and assets.

We are committed to continuously improve our QHSEE performances through measurable objectives and regular reviews.

We protect the environment, prevent pollution and reduce emissions to mitigate the climate change.

Connecting

We promote the consultation and participation of employees in safety and environment governance.

We collaborate closely with our stakeholders (e. g. customers, suppliers and partners) to ensure compliance and shared QHSEE goals.

We develop internal skills to strengthen performance and innovation, foster a culture of accountability and QHSEE excellence.

We provide necessary resources and information to achieve objectives and energy targets.

Executive Board of WILO SE, Jan 2026

Oliver Hermes Georg Weber Dr. Patrick Niehr

The Wilo QHSEE Policy is binding for all sites and companies within the Wilo group. The guidelines for implementation are defined in the group´s QHSEE manual. The policy is communicated to all employees. This policy is available to interested parties upon request or via our website. This policy is reviewed yearly in the management review.