



Corporate policy and company philosophy

Our activities are focused around the following objectives:

- > there is a clear schedule for future development for the management level which must be actively implemented,
- > a dynamic, constantly developing organisation will be created which is embodied in practice,
- > the corporate strategy will be adapted to requirements, and the company position will be modified,
- > the right employee will be appointed - the individual and tasks will be carefully matched
- > we will meet customer-specific requirements,
- > success is ensured by agreeing targets at all levels and with all employees,
- > profitability is assured by means of a TARGET/ACTUAL comparison of all the key indicators.

Quality guidelines	Environmental guidelines	Energy guidelines	Safety at work guidelines
1. We are constantly improving our processes and reducing the chance of errors - the aim is zero-error strategy.	1. Everyone's conduct should set an example for others; our environmental guidelines are binding for everyone.	1. We regularly calculate and review the appropriateness of the type and volume of energy use and consumption, as well as energy aspects/energy data.	1. The aim is to ensure proper use of equipment, machinery and resources by every employee, and to prevent hazardous movements and the release of substances.
2. We of course have a policy of continuous improvement.	2. We ensure our production has minimum environmental impact, and we continually improve on the effects we have and our use of resources.	2. The employees concerned are integrated in the implementation and roll-out of the energy management system. Responsibilities are defined.	2. Hazards are avoided through proper use of the PPE provided and compliance with the regulations.
3. We embody the principle of preventive rather than corrective action.	3. We permanently improve environmental protection through further training and qualifications	3. We observe relevant legal obligations and other requirements, and ensure the required financial and structural conditions are in place.	3. Each manager sets the example, and motivates his employees to behave in a safety-conscious way.
4. We meet customers' expectations in terms of - Supplier reliability and dependability - Technical support, and - Costs in line with market expectations.	4. As part of the decision-making process, we assess the environmental impacts of every new activity, every new product and every new process. This improves overall environmental performance.	4. We constantly review whether the defined strategic and operational energy goals have been met.	4. Reviewing planned processes and practical methods reduces employee illness as the result of accidents, while preventive measures promote continued good health.
5. We increase customer satisfaction by contributing to our customers' business success.	5. The impacts on the local environment of each new activity are assessed by both internal and external parties. This ensures our neighbours are involved.	5. We promote and optimize energy efficiency as well as our energy management system through structured programmes, by procuring energy-efficient products and by technical designing of our machinery.	5. Each manager is responsible for occupational health and safety and for health protection in his field of responsibility.
6. This permanently improves our organisation's profitability.	6. We voluntarily strive to improve environmental standards above and beyond the legal stipulations, which includes open dialogue about our environmental protection activities.	6. The results are measures and monitored by means of a regular audit.	6. Working with the management board, company doctor, safety experts and officers, we continually improve operational safety standards and reduce negative workplace-related impacts.

Created on/Date K. Uihlein 30.04.2019	Reviewed/Date F. Pasker 30.04.2019	Approved/Date T. Stephani 30.04.2019
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