

## Board of Management and Executive Committee

# Corporate policy

**Customer satisfaction is key to our company's success in international competition. We are also conscious of our responsibility to our employees as well as to the environment and to society.**

**Our employees are our most valuable asset and their health is one of our most important values. We therefore avoid health risks and strengthen personal and structural health competencies.**

**The Integrated Management System (IMS) is certified according to international standards for the following topics: quality, occupational health and safety, environment, energy, risks and internal control.**

**We are committed to continuous improvement.** This particularly applies to the following subjects:

- Customer satisfaction,
- Protecting our employees against injuries and diseases,
- Preventing pollution such as emissions and waste,
- Energy performance,
- Procurement and use of energy-efficient equipment,
- Quality of our products and processes involving the use of innovative solutions,
- Internal control processes for the reduction of major business risks,
- Certified Management Systems.

We provide any information and resources necessary for this.

**We act in a performance- and results-oriented manner** and continuously increase the enterprise value. Our individual business processes are geared towards sustainability and the Wieland Group's long-term success. We deal with risks consciously and responsibly.

**We set ourselves measurable goals.** We involve all company levels in the measures taken to achieve these goals and systematically monitor the effectiveness of our actions.

**We have high expectations of our workforce and actively encourage their advancement.** Our ambitious corporate goals are only achieved with motivated and qualified employees on the basis of close cooperation.

**We protect our worldwide IT systems** as well as personal and corporate data against unauthorized access. Our employees observe the internal IT security guidelines.

**We act and communicate** in a manner that is characterized by trust, openness, fairness and personal esteem.

**We are committed to meeting** legal requirements, fulfilling contracts and meeting the requirements of certified management systems.

### Wieland Group

#### Executive Committee

Dr. Erwin Mayr, Gregor Tschernjanski

Matt Bedingfield, Michael Demmer, Devin Denner, Olaf Görtges, Gregory Keown,

Dr. Matthias Pauly, Harald Reck, Ivan Di Stefano, Roman Vorndran, Anton Zierhut