

## 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 safety and health are one of our most important values. We therefore prevent safety and health risks, provide safe and healthy working conditions, and strengthen personal and structural health competencies.**

**The Integrated Management System is certified according to international standards. We are committed to:**

- the continuous improvement of Customer satisfaction.
- Protecting our employees against injuries and diseases.
- Risk elimination and hazard minimization.
- Environmental protection.
- Preventing pollution such as emissions and waste.
- Improve energy-related performance.
- Procurement and use of energy-efficient equipment.
- Quality of our products and processes involving the use of innovative solutions.
- Reducing significant business risks through internal control processes.
- the continuous improvement of the certified management systems.
- Providing the necessary information and resources.
- Consultation and participation of employees.
- a good compliance culture by promoting integrity behavior.

**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. The opinion and active participation of our employees play an important role in this.

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

### Wieland Gruppe

Executive Committee

Dr. Erwin Mayr, Gregor Tschernjavski,

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

Dr. Sebastian Koehler, Ivan Di Stefano, Andreas Torka; Roman Vorndran, Anton Zierhut.