

Corporate Business Principles

Company	Human Rights and Labor Practices	Leadership and Integrity	Suppliers and Customers	Environment
<p>1 Our aim At all times, we want our performance to satisfy our customers, suppliers, staff, shareholders, and business partners. We strive for above-average performance in all our work areas, for every product and every service. We strive for continual growth that is well above the industry average. Our turnover profit enables us to invest in future developments out of our own business.</p> <p>2 Quality Assurance and Product Safety With our name, we stand for security and high-quality products. Quality is our common objective and in this we must continually question the status quo to further improve ourselves to achieve the maximum quality. Our quality management system is supporting us in our daily activities to achieve this goal.</p>	<p>6 Human Rights We fully support the international human rights according to the UN Human Rights Convention/Charter (UNICEF) and Swiss DDrO. We condemn all kinds of child labor, forced or compulsory labor, as well as any kind of discrimination and modern slavery. We are committed to preventing accidents, injuries, and illness related to work, and to protect our employees. We recognize that all employees are entitled to have their personal integrity protected in their place of work. We deal with one another without resorting to violence or harassment at all levels of the company's hierarchy. The right to appropriate compensation is recognized for all employees. Pay and other benefits shall at least comply with the respective national or local legal standards in the national economic sectors/industries and regions.</p>	<p>7 Management Style Our managers exemplify our company values in their daily dealings and activities. They show initiative, openness, and self-confidence, and set incentives for change and improvement. Communication between managers and staff is characterized by politeness, respect, and trust.</p> <p>8 Integrity We comply with the laws and regulation in all countries where we do business, and in those in which we maintain business relations. We respect the rules of fair competition and reject all forms of counterfeiting and piracy, tax evasion, corruption, and bribery. We respect the existing legal provisions to import and export, obtain the necessary permissions, and pay the defined duties and taxes. Illegal action is not an option and not in the interest of our company. All employees are required to familiarize themselves with the regulations applicable to their area of responsibility and to abide</p>	<p>9 Supplier Relations We aim to build up collaborative partnership with our suppliers and we require them to demonstrate honesty, integrity, and fairness. In the same way we are committed to our own customers. Our suppliers follow the same corporate business principles with a special focus on human rights (UNICEF/DDrO) and labor practices, social responsibility, environmental topics, conflict minerals (2010 U.S. Dodd-Frank Wall Street Reform) and more.</p> <p>10 Customer Relations Our goal is to build up trustworthy relationships with our customers based on honesty, integrity, and fairness.</p>	<p>11 Environmental Sustainability We commit ourselves to environmentally sustainable business practices. We strive to use natural resources efficiently and we are guided by the principles of sustainability. The focus of our sustainability activities is the reduction of CO2/GHG emissions, the air- and water quality, noise reduction, chemical management and more over the entire product life cycle – from development to raw material extraction and recycling.</p>

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<p>3 Responsibility Each employee, at each level makes sure that the corporate business principles are followed. Violations against these principles will result in disciplinary actions and possibly consequences under the employment law.</p> <p>4 Data security and handling High level at data security, clear security-relevant regulations, safe handling with data according to data security regulation of EU, Switzerland, and other affected countries.</p> <p>5 Storage and Transport Safe handling of products/parts during transport, handling, and storage to protect from any influence of environmental and unwanted insights, theft, espionage, etc.</p>		<p>these. Should conflict of interest arise, the responsible superior must be informed.</p> <p>In the event of any violations of these principles, all employees have the possibility to contact our HR openly or anonymously, and without fear of retaliation.</p>		
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