

Concentrated competence for an optimal result

Company Policy

The R.WEISS GROUP is known as a worldwide specialist in the field packaging machines, packaging equipment, block-type thermal power stations, emergency power aggregate, transport systems for piece goods, industrial automation, driverless transport systems, roller conveyors, portals, palette circulating conveyors, vertical roller tracks, skid units and the services.

As a company group we make sure that

- *quality and overarching aspects*
- *the environment, the OSHA and health protection*
- *energy*
- *sustainability and social aspects*

are followed.

Our company policy is available for the public anytime, it can be viewed/ requested from our company or downloaded on our homepage. Further dates and information will not be communicated with the public.

Crailsheim, 04.01.2018

Quality and overarching aspects

1. The biggest aim of our company policy is to ensure that we deliver all our products, services and methods on schedule. To become and stay the most important partner of our customers. And that all the required legal and standard technical requirements are kept during the production, the products, services, and the demands of our customers.
2. To achieve this goal, we are using our complete effort to give the customer the trust in our efficiency and the implementation of the specified requirements.
3. To reach a higher customer satisfaction is our goal. A continuous control of our objectives and the continuous development of our organisation is important for this.

4. All divisions of our company group are committed to make their contribution in terms of the management system. To draw up the necessary instructions for the implementation of our corporate policy and to constantly develop and use them purposefully. These instructions represent the cornerstones of the process and result-based attempt of our management system.
5. The handling of risk-based thinking is defined and settled in the processes and procedures. Dealing with opportunities and risks are also integrated into these and the corresponding valuations.
6. Education and training, as well as the fair interaction with each other represents the cornerstones of success.
7. Modern and clean workplaces and a perfect organization ensure the highest efficiency in all areas and represent an important area for the continuous improvement of employee satisfaction.
8. The managing director provides the instruments and the staff to maintain the management system within its areas.
9. Once a year the management evaluates the effectiveness of the introduced management system. The aim of this review is to continuously optimize and adapt to changing conditions.
10. The observation of all legal requirements and binding liabilities are integrated in all company decisions.
11. The acceptance of ethical principles during the interview and employment of new employees guarantees, that race, skin color, religious affiliation, age, physical condition, national origin, and sexual orientation doesn't result in discrimination.
12. All kind of forced labour like threat of violence, using violence or other forms of bullying or abuse as a means of violence to get discipline or control are forbidden. This will be controlled afterwards as deemed as necessary.

Environment as well as working and health protection

The company group also feels committed to environmental issues, so we include the protection of our environment in all company decisions. Our aim is to use the resources gently and effectively.

Environmental impacts of activities, products and processes are evaluated to avoid environmental damage as much as possible. We use the best available technology, which is economically reasonable for us. To avoid incidents and environmental impacts as much as possible, an active risk management team has been created.

We strive for continuous improvement of the environmental situation and are open to alternative, environmentally friendly products and procedures. Our employees are trained with the information on ecological issues at all levels

Good health is considered as a high priority and deserving protection. Good health and well-being are the basis of performance readiness. With this approach questions to occupational health and safety issues are one of the cornerstones of the management system.

Potential hazards are analyzed and minimized before commissioning machines, equipment and workplaces at regular intervals. Employees are motivated by training and information in occupational safety and health with active participation. Emergency management guarantees a fast and proper reaction in case of incidents. Sufficient resources are provided to prevent and make aware of dangerous situations. A work-safety officer reviews the effectiveness of the measures and provides advice regularly.

We also expect our suppliers to comply with all applicable labor law provisions.

Energy

Because the available resources are becoming evermore scarce, we are also committed to make use of the opportunities to use our energy efficiently. If possible we will generate our own energy using environmentally and -climate friendly methods within the property borders.

For this purpose, an energy management system according to DIN EN ISO 50001 was set up at the European locations, which covers all energy-relevant processes and areas. This will ensure that the company acts in the interest of resource optimization and that the company's management is focused on the efficient use of energy to manufacture our products and services. This includes supporting the purchase of energy efficient products and services.

Regular reviews and evaluations in the course of a continuous analysis of the energy consumption will ensure further reduction of energy consumption and adaptation to current and future (legal) requirements.

The Energy Management-Officer, who has been appointed as a higher authority, guarantees that continuous improvement of the companies energy-related performance can be achieved by control and monitoring. Every year new goals and measures are developed, which should lead to a concrete reduction in energy consumption and increase in energy efficiency and to a reduction of greenhouse gases. Compliance and achievement of these objectives will be reviewed at regular intervals.

Sustainability and social aspects

In our purchasing department, we try to work with suppliers and service providers who commit to care about employees, safe and productive working conditions. Our goal is to work with suppliers who produce under the aspect of sustainability.

The following criteria represent a target for us and our suppliers:

- *the observance with the legally required working hours and wage payments*
- *the ban of children- and forced labor as well as the discrimination of the employees*
- *Payment of legal benefits in case of illness and pregnancy*
- *the representation of employee interests in the range of legal provisions*
- *Work and health safety, emergency care and compliance of safety regulations*
- *Reasonable sanitary conditions as well as a decent housing of the staff*
- *the ban on mental and physical disciplines*
- *the right of unification and the right of collective bargaining*
- *the announcement of the standards in the local language*
- *Consideration of the ETI-kodex (Ethical Trading Initiative)*
- *compliance of the ILO convention (International Labour Organization)*

The concept of sustainability we follow includes ecological, economical and social aspects. The ecological area should not only express itself in the monetary situation, but much more in the efficiency of the use of raw materials. For us, sustainable development means reducing the use of resources to a level that does not exceed the capacity to regenerate resources. Here, the three target dimensions ecology, economy and social well being will be linked.