

Concentrated expertise for an optimal result

Business policy

The R.WEISS GROUP is known worldwide as a specialist in the field of packaging machines, packaging systems, combined heat and power plants, emergency power generators, transport systems for general cargo, industrial automation, systems for logistics, driverless transport systems, roller conveyors, gantries, recirculating pallet conveyors, vertical roller conveyors and skid systems, as well as for its services. In addition, the product range is rounded off by the development and production of technical filters and sieves as well as precision turned parts and artificial injection molding technology for complex components.

As a group of companies, we are committed to compliance with

- Quality and overarching aspects
- Environment, occupational health and safety
- Energy
- Sustainability and social aspects
- Data protection and data security

one.

The company policy is available to the public at all times, can be viewed/requested at the company or downloaded from our homepage. However, further data and information will not be communicated to the public.

Crailsheim, 06.12.2023

Management

A handwritten signature in blue ink, consisting of a stylized 'R' followed by a vertical line and a loop.

QUALITY AND OVERARCHING ASPECTS

1. The primary goal of our business policy is to deliver all products, processes and services to our customers in the required quality on time and thus to become and remain their most important partner. In doing so, the required legal and standard-technical requirements are complied with during production, including assembly and service activities, as well as in the products and services. Adherence to customer specifications is an important part of what we do.
2. To achieve this goal, we put all our efforts into giving our customers confidence in our performance and the implementation of the specified requirements.
3. For us, achieving the highest possible level of customer satisfaction is the driving force behind all our activities. A regular review of the corresponding goals as well as a consistent further development of the organization set the course for this.
4. All areas of our group of companies are obliged to make their contribution in terms of the management system, to draw up the necessary instructions for the implementation of our corporate policy, to constantly develop them further and to apply them in a targeted manner. These instructions are the cornerstones of our management system's process- and results-oriented approach.
5. The approach of risk-based thinking is defined and defined in the processes and procedures. Dealing with opportunities and risks is also integrated into these and corresponding assessments.
6. Education and training, as well as fair dealings with each other, are one of the cornerstones for success.
7. Modern and clean workplaces and perfect organization ensure maximum efficiency in all areas and represent an important area for the continuous improvement of employee satisfaction.
8. The management provides the resources and personnel for the maintenance of the management system with its divisions.

9. Once a year, the management evaluates the effectiveness of the management system that has been introduced. The aim of this assessment is to achieve constant optimisation and adaptation to changing conditions (market, technology, etc.).
10. Compliance with all legal requirements and binding obligations is integrated into all corporate decisions.
11. Acceptance of the principles of ethics ensures that race, colour, religious affiliation, sex, age, physical condition, national origin or sexual orientation do not discriminate against or discriminate against or give preference in recruitment, recruitment and employment.
12. The rights of minorities and indigenous peoples are fully respected. Discrimination and exploitation will not be tolerated by us, including in all areas of procurement.
13. The use of private or public security forces will only take place if it is ensured that they exclude cruel, inhuman or degrading measures. This includes all kinds of torture.
14. All forms of forced labour, whether through the threat or use of force or other forms of bullying or abuse as a means of violence to gain discipline or control, are prohibited. As far as possible, this will also be checked when awarding contracts.
15. The safety aspect is a central element of our corporate management. All areas of our group of companies are provided with the resources necessary for comprehensive occupational health and safety and the associated legal requirements. This also includes various measures for accident prevention, fire protection and raising awareness among staff.
16. Data protection and data security for customers, delivery companies and employees are a top priority within the company.
17. When using chemical substances, care is taken to ensure the exclusive use of evaluated and approved chemicals. All occupational health and safety and legal requirements are taken into account.
18. Internal and external audits are carried out to check and evaluate compliance with the requirements.
19. A comprehensive reporting system ensures that the company's internal processes are effective and, if necessary, corrected. Potential for improvement is identified as quickly as possible so that it can be implemented. The reporting system also ensures environmentally friendly and sustainable work.

ENVIRONMENT, USE OF RESOURCES AS WELL AS OCCUPATIONAL HEALTH AND SAFETY

Since the Group is also committed to environmental requirements, we include the protection of our environment in all corporate decisions. Our goal is to use the resources used sparingly and effectively.

The environmental impact of activities, products and processes is assessed in order to avoid environmental damage as much as possible. To do this, we use the best available technology that is economically justifiable for us. In order to avoid accidents and impacts on the environment as far as possible, active risk management is carried out.

We strive for continuous improvement of the environmental situation and are open to alternative, environmentally friendly products and processes. Our employees' sense of responsibility for the environment is supported at all levels by providing information and training on ecological issues.

Important aspects are how to deal with and the effects of:

- Assessment and reduction of energy consumption and greenhouse gas emissions
- Optimising the use of natural resources and reducing waste
- Optimization and reduction of water consumption
- Reduction of negative impacts on air and water quality
- Responsible and legally compliant handling of chemicals
- Reduction of noise emissions both in the products and in the production and assembly areas of the R.WEISS GROUP.
- Conservation of biodiversity through appropriate land use and avoidance of deforestation measures
- Reuse and recycling in the development, production and supply chain, including procurement operations
- Compliance with all animal welfare requirements in accordance with the specifications
- Avoidance of measures that have a negative impact on soil quality

Suppliers must adopt environmental practices aimed at minimizing adverse impacts on the environment and promoting the conservation of energy, raw materials and resources. Furthermore, compliance with all applicable environmental laws and regulations must be ensured.

Health is regarded as a valuable asset that is worth protecting.

Health and well-being are the basis for performance and readiness

Through the approaches of

- Safety in the workplace
- Emergency preparedness
- Accident and damage prevention
- Reduction of noise emissions

occupational health and safety is seen as one of the cornerstones of the management system.

Potential hazards are analysed and minimised before machines, systems and workplaces are put into operation and then continue to be analysed and minimised at regular intervals. By means of training and information, employees are motivated to actively participate in the concept of occupational health and safety and are sensitized to the handling of hazardous substances. Sufficient resources are provided for the prevention and prevention of incidents, as well as the necessary equipment for accident prevention and occupational safety.

Emergency management guarantees a quick and appropriate response in the event of incidents and accidents, should they occur despite all measures. This includes what to do in the event of fire, environmental disasters and similar incidents.

An occupational health and safety officer regularly reviews the effectiveness of the measures and provides advice.

We also expect our suppliers to comply with all applicable regulations and to take our sustainability policy into account.

A sustainability report is prepared to check the effectiveness of the measures. This reflects the current status of the measures and is used as a basis for identifying potential for improvement.

ENERGY

As available resources become increasingly scarce; In the field of energy, we also feel obliged to use the opportunities available to us to use energy efficiently, in an environmentally friendly and climate-friendly way within the property boundaries of our companies and, if possible, even to generate it independently. Important aspects are how to deal with and the effects of:

- Reduction of energy consumption and greenhouse gas emissions
- Use of renewable energy
- Decarbonization (reduction of CO₂ emissions)

To this end, an energy management system in accordance with DIN EN ISO 50001 has been set up at the relevant European sites, which covers all energy-related processes and areas. This ensures that the company acts in the sense of resource optimisation and that the management of the company focuses on the efficient use of energy for the production of 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 energy consumption are intended to ensure a further reduction of energy consumption and adaptation to current and future (legal) requirements.

The energy management officer, who has been appointed as a superordinate authority, ensures that a continuous improvement of the energy-related performance of the companies can take place through control and monitoring. Every year, new goals and measures are developed, which should lead to a concrete reduction in energy consumption or an increase in energy efficiency and thus to an overall reduction in greenhouse gases. Compliance with and achievement of these objectives are reviewed at regular intervals.

SUSTAINABILITY AND SOCIAL ASPECTS

When purchasing, we try to work with suppliers and service providers who are committed to paying attention to humane, safe and productive working conditions. We strive to work with suppliers who produce under the aspect of sustainability.

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

- compliance with legally prescribed working hours and wage payments
- the prohibition of child and forced labour as well as discrimination against employees
- Payment of statutory or prescribed wages
- Payment of statutory benefits in the event of illness and pregnancy
- the representation of employees' interests within the framework of the statutory provisions
- Occupational health and safety, emergency care and compliance with safety regulations
- Appropriate hygiene regulations and humane accommodation for workers
- the prohibition of mental and physical discipline
- the right to organise and bargain collectively
- the announcement of the standards in the local language
- Consideration of the ETI (Ethical Trading Initiative) Code of Conduct
- Compliance with the ILO (International Labour Organization) Convention
- Compliance with globally applicable standards in the area of land, forest and water rights as well as the avoidance of forced evictions for the development or other use of buildings, land, forests or bodies of water

The concept of sustainability that we live by encompasses ecological, economic and social aspects.

The economic sphere should be expressed not only in the monetary situation, but rather in the efficiency of the use of raw materials.

For us, sustainable development means reducing the consumption of resources to a level that does not exceed the regenerative capacity of the resource potentials. The aim is to link the three target dimensions of ecology, economy and social affairs.

DATA PROTECTION & DATA SECURITY

Data protection and data security are given the highest priority. The Group takes all necessary steps to protect the confidentiality, security and integrity of personal and business data and information. In order to achieve this goal, all measures are taken to protect the personal data of customers, suppliers and employees.

Employees are obliged to comply with all internal and legal regulations and to ensure information security, especially with regard to confidential, secret and personal data. Regular training sessions help to raise awareness among our staff.

To monitor compliance with legal and internal data protection requirements as well as to inform/sensitize employees, the company provides a data protection officer.

The entire IT infrastructure is structured in such a way that it is protected against external attacks as well as against harmful malware.

If, despite all efforts, an emergency or incident occurs, an action plan is put in place to reduce or prevent any damage.

All contents of the security policy are documented and made available and announced internally and externally.

For this purpose, a data security system in accordance with the VDA ISA standard TISAX was set up at the designated locations. This includes all relevant processes and areas of the companies concerned. This ensures that the know-how of our employees is secured and that our external partners can rely on the appropriate, protected handling of confidential information. Our corporate values also mean that the relevant information is kept reliably available to the required extent and adequately protected against unauthorized access.

Through regular reviews and risk assessments in the course of tests and audits, a continuous improvement process is initiated and maintained.