



- **Customer focus:** Our entire organizational structure is focused on meeting customer needs and we strive to excite the customer. The customer is the focus; everything turns around him. The quality of our products and services is indivisible - it includes deadline, price and execution.
- **Leadership:** The management tries to create an environment in which employees feel comfortable and use their skills for the success of the company. In addition, the management continually strives to exemplify the principles described in the quality manual, to promote specific services, and to develop a clear vision for a secure and long-term corporate future.
- **Employee Involvement:** Every business is as good as its employees. For this reason, we would like to use the abilities of our employees and involve them in the company's development. Information and training continue to qualify our employees. Suggestions for improvement are expected and promoted by the management.
- **Process orientation:** Related activities and resources are seen as processes. This leads to predictable results and a more efficient use of resources
- **Compliance with legal and regulatory guidelines:**
We comply with all applicable laws, standards and regulations. The top priority here is safety management, in particular the health and safety of our employees and partners.
- **Continous improvement:** A permanent goal of our company is the continous improvement - therefore we are very open to change.
- **Operational Approach for Making Decisions:** Effective and logical decisions are based on the collection and analysis of numbers, data and facts.
- **Supplier Relationship for a mutual Benefit:** Our efforts are focused on optimizing customer-supplier relationships for the best possible mutual benefit.
- **Conservation of the environment:** the conservation of the environment, e.g. Reducing emissions and reducing the consumption of natural resources is in line with our quality and profitability goals.
- **General principles, compliance guidelines:** As a member of the WDK (Economic Association of the German Rubber Industry e.V), we commit ourselves to our social responsibility in all our activities. We observe the "Code of Conduct" (WDK-2013) in all business actions and decisions. We want to treat business partners fairly, concluded contracts are binding, taking into account changing framework conditions.

If you are interested in details about our environmental activities, please contact Michael Horst, Managing Director - in April 2015