

### **Leadership**

Our leadership design has been constructed to include the following dual components: assuring the quality of our products, services and procedures as well as adhering to industry recognized environmental protections, energy management and health as well as safety standards in the workplace. Our managers are responsible for the daily monitoring and achieving of these objectives. Furthermore they take care that all employees and all interested societies get to know the quality, environmental and energy policy also doing an evaluation regularly including possible updating. This is done as management evaluation.

### **Process orientation**

Our policies and procedures are oriented towards value-adding. Our goal is to achieve a Zero-defect production through optimization of these processes. The process managers bear the overall responsibility for every particular task and duty that has been assigned to them, including not only the individual parts of the production but also the final outcome of the entire value-adding oriented practices and processes. One essential aspect of this approach is consolidation of the existing management systems (namely environmental and workplace safety system as well as quality assurance system and energy management) into one integrated management system. This consolidation is built upon the process-oriented bases. The top management is responsible to provide resources and information necessary for procedures and targets and to support the demands of quality, environmental and energy management.

### **Customer satisfaction**

We aim for the full achievement of the market requirements by implementing and utilizing innovative and cost-effective solutions. Our declared goal is to completely fulfil the customer's expectations by working closely with them from the early initial stage right up through to the development phase.

### **Competitive capacity**

PEX Vakuumtechnik GmbH is committed to fair and honest competition. We conduct an ongoing monitoring and assessment evaluation of technological trends in order to identify the future wishes of our clients. This objective is achieved via the effective utilization of our company's potential and drives the innovation of our products as well as facilitates the strategic expansion of market shares. Our goal is the long-term safeguarding of the company's success. In doing we reject any kind of corruptive influence or damage to the company action or behaviour.

### **Individual responsibility and continuing improvement**

All employees are solely responsible for the quality of their own performance and are required to take the initiative to promote and support their own environmental protection, energy management and occupational health and safety as well as that of others. The thinking and actions must be geared to the requirements of the internal and external customers. **Everyone's daily goal** is the pursuit of achieving a Zero-defect production as well as the related constant improvement of the product, the quality of service, the individual processes and the energetic performance associated with such an objective.

### **Suppliers**

Our suppliers significantly determine the characteristics of our products and therefore we constantly promote mutual cooperation. This includes the timely involvement of suppliers in the process of the product design as well as in the advanced product quality planning (APQP). This end-to-end flow of information guarantees an error-free start of series production as well as a reliable supply of our products. By choosing our suppliers we pay attention to regionality, quality, environmental and energy consciousness because we pay attention to the use of local, environmentally friendly as well as energy-efficient products. Moreover we keep a special eye on the selection and application of ecologically sensitive substances and utilities.

We have the objective to do steady improvement of energetic efficiency as well as of environmental demands.

### **Employees**

In an ongoing effort to constantly improve our business, the utilization of the full potential of our employees is a crucial and integral aspect of our corporate culture. All entities involved work in unison with that purpose in mind. Qualification and skill of our employees is being supported and improved by personnel planning, selection and training. Moreover we support the environmentally friendly and conscious behaviour of our employees. Our management facilitates targeted interventions in order to maintain, promote and further develop the skills, competence, knowledge and enthusiasm of our employees. Thus, performance improvement and employees` goals go hand in hand.

### **Environment and energy**

It is our company's considerable responsibility to promote the safety and environmental soundness of our products and energy-saving processes throughout their entire life cycle. By doing so, we both conserve natural resources, reduce waste as well as minimise the environmental impact of our products. Furthermore we take special care to reduce our waste to a minimum possible by waste reducing purchase procedures, daily separation of waste as well as the economical use of energy and water. Thus, we take compliance with national laws and regulations for granted. We procure information and resources to achieve our aims.

Signed by Christian Roller  
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