

Straubenhardt, January 2020



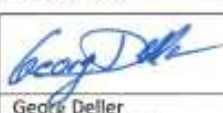
Schroff GmbH Company Policy

The purpose of this Quality, Environmental, Energy and Safety Management Policy is to provide evidence of senior management commitment to further development of our integrated management system. It will be used as a framework for quality, environment, energy efficiency and safety objectives and programs.

We are committed to delivering world class products and services that contribute to the success of our customers and meet or exceed their quality requirements. All employees are responsible for continuously improving the products and services we provide.

Annual Q & EHS objectives are defined based on our strategy of objectives as described in G-S-940. Based on the matrix of communication G-F-947, regular reviews are carried out to guarantee objectives will be fulfilled.

Energy performance including energy efficiency, energy input and consumption is going to be a central aspect. The objectives are reduction of CO₂ and resources, cost of energy savings as well as reduction of other effects on the environment. Energy-intensive processes will be focused.

MANAGEMENT POLICY	QUALITY & TECHNICAL POLICY
The Integrated Management System:	Improve Quality:
We continuously improve the effectiveness of our integrated management system (Quality, Environment, Energy and Safety) to meet the needs of an ever changing environment.	Our company name is recognized for quality products. We strive to improve the quality level of our products and services.
Continuous Process Improvement:	Integration of Technical Innovations:
We work to continuously improve our business processes.	We pursue technical innovation as a means of ensuring product leadership.
CUSTOMER POLICY	SOCIAL & SAFETY POLICY
Improve Customer Satisfaction:	Improve Employee Satisfaction and Health:
We support our customers to be successful and want them to be satisfied with our products and services.	Technical, organizational and social improvement of our work environment ties our employees to Schroff and increases their motivation. We ensure that our subsidiaries comply with all national health and safety requirements and, whenever reasonably practicable, provide a level of health and safety that exceeds the minimum required. We involve and consult employees and their representatives during the definition and implementation of activities.
Assure On-Time Deliveries:	Employee Qualification:
Quality also means we deliver products and services to our customers according to acknowledged dates. Our ultimate aim is to meet our customers' requested dates.	We are a learning organization, providing our employees with continuous training to improve their skills and competencies.
ECONOMICAL POLICY	ENVIRONMENTAL POLICY
Increase Sales and Profit:	Compliance with Regulatory Requirements:
Growth in sales and profits allows us to make further investments in people and assets to meet the expectations of our stakeholders.	Our QES management system is the tool to assure compliance with environmental regulation.
Offer Market Oriented Prices:	Continuous Reduction of Environmental Impacts and Improvement of the Environmental Performance:
Through flexibility, innovation and a global support network we will strive to offer our customer the best value in the industry.	Our commitment is to continuously improve our environmental performance and to reduce our environmental impacts.
ENERGY EFFICIENCY	
We commit ourselves to continuous improvement of the energetic performance and to continuous monitoring of energy relevant processes and equipment. Furthermore we commit to the compliance with energy relevant legislation and to the procurement of energy efficient products, equipment and services. We specify energy targets on regular basis and provide required resources and inform our employees about energetic requirements.	
 Volker Haag Managing Director	 Mustafa Karabuz Managing Director
 Georg Deller Quality & EHS Manager	