



Essen, 02.07.2019

## Corporate Responsibility

To act responsibly in a world characterised by increasing complexity and fast change is a challenge. This requires clearly defined values and flexible structures.

As a globally active and locally firmly established company, Schwarzer Precision sees itself as both a part and partner of society. In this role we are aware of our responsibility as a mid-sized enterprise.

This involves a broad spectrum of issues that we have to and want to deal with:

- business ethics,
- respect for human rights,
- socially sustainable working conditions and
- compliance with environmental standards.

By confirming our defined corporate social responsibility principles, we wish to inform employees, customers, suppliers and the public about how Schwarzer Precision perceives its social responsibility.

We are also willing to take inspiration from your strategies, and thank you for your interest in our corporate policy.

## CSR principles

### I. Business ethics

#### a. Compliance with laws

All applicable laws and regulations, standards of the respective industry and relevant international treaties are complied with, actively and exemplarily practised by management and required of all employees.

#### b. Product safety

Products and services are designed so that they pose no danger to people and the environment and meet the stipulated and statutory regulations with respect to product safety. Schwarzer Precision strives at all times to develop products for use in applications that are useful to people.

#### c. Prohibition of corruption and bribery

Schwarzer Precision tolerates no type of corruption whatsoever. In particular, bribery, under-the-table payments and blackmail aimed at influencing representatives of business partners are prohibited.

#### d. Fair competition

All business activities are based on the rules of fair competition. We are obligated to comply with relevant antitrust legislation as well as laws against unfair competition.

#### e. Protection of intellectual property

We respect the protection of third-party intellectual property.

### II. Respect for human rights

#### a. Prohibition of child labour

We have no employees who have not reached the required age for working. Potentially dangerous work may be performed only by employees who are at least 18 years old.

#### b. Prohibition of compulsory labour

Every type of forced and compulsory labour is prohibited. No employee may be forced to surrender his ID, passport or work permit as a condition for employment.

**c. Prohibition of discriminatory practices**

Equal opportunity must be ensured with respect to hiring, employment and remuneration. No one may be discriminated on the basis of gender, age, ethnic origin or nationality, religion, sexual identity, membership in a trade union or any handicap.

**d. Prohibition of disciplinary punishment**

Employees may not be punished in any way, neither physically nor psychologically. This applies in particular if employees, in good faith, report corporate practices that infringe national, international or in-house regulations.

**III. Socially sustainable working conditions**

**a. Safe and healthy workplaces**

Workplace safety and health protection are ensured at least to the extent required by national regulations. Guidelines and procedures for workplace safety and health protection have been introduced and made known to the employees, to reduce or prevent accidents and occupational illnesses.

**b. Existential security**

Employees receive appropriate payment for their work and compliance with all legally stipulated or prevailing minimum wage limits is ensured. Every employee should be able to cover the basic needs of his nuclear family, as well as to have freely available income. The social benefits to which employees are entitled by law must be granted to them.

Remuneration must be transparent and must be paid regularly, in legal tender. Illegal and unauthorized payroll deductions, as well as deductions in the form of disciplinary measures, are not permitted.

**c. Working hours**

Compliance with the maximum working hours stipulated by law or with the prevailing maximum working hours for the industry is safeguarded. Overtime is compensated in accordance with the statutory provisions. Furthermore, employees are entitled to regular annual vacation.

**d. Freedom of association and negotiations**

Employees have the right to organise. Neither employee representatives nor organised employees may be disadvantaged due to their function and/or membership in a trade union.

#### IV. Compliance with environmental standards

**a. Economical use of resources**

The use of raw materials is reduced to a minimum in all business activities. A particularly high priority is the economical use of energy and water. The use of renewable resources is preferred, if possible.

**b. Avoidance and reduction of environmental impact**

All emissions are reduced to a minimum in accordance with the state of the art. Waste is prevented to the greatest extent possible. The materials used should be recycled if at all possible.

**c. Avoidance of hazardous substances**

Substances that pose a potential hazard for people and the environment if released are to be avoided, if possible. A hazardous substance management system has been introduced to ensure the safe use and transport as well as safe storage, recycling, re-use and disposal of these substances.

**d. Environmentally compatible products**

A priority in the development of products and services is to ensure that they are economical with respect to the consumption of energy and natural resources. Moreover, products should be suitable for re-use, recycling or safe disposal.

#### V. Management systems

Suitably designed processes are established and maintained to ensure compliance with the principles stated herein, as well as to reduce known risks and to achieve improvements on a regular basis. If applicable, these processes are managed in one or more management systems.



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