

Company Vision

SWG Schraubenwerk Gaisbach GmbH has developed for all divisions on site the following guidelines (quality, environment and energy politics) for quality management, employment and environment protection, energy management and management system and is inducing the realization hereof:

- We would like to create permanently above-average customer value and to be a reliable long-term partner for our customers.
- We act entrepreneurial and strive for an enduring success of the company.
- We are not aiming at a pure profit maximization but are developing our company economically healthy and for the advantage of our customers, employees and the environment.
- We are living from our customers. Therefore the safeguarding of the customer satisfaction is our most important topic.
- We aim for a leadership role in our market segment regarding quality, technics and innovation as well as sustainability of the resources used during production and would like to be an attractive employer.
- A principle is to avoid mistakes instead of remove them afterwards.
- We oblige ourselves to fulfill all requirements and to permanently improve the effectiveness of the management system.
- We want to fulfill the relevant legal rules as well as the cultural and moral-ethical standards of the presence.
- By the means of information and trainings we are bringing forward our employees regarding professional aspects, the take-over of responsibility and ethical standards. Thereby we support also the quality-, environmental- and energy-conscious behavior of our employees within and outside the company.
- In order to achieve our policy for the various areas quality, environment and energy we have determined targets. We make agreements and care for their compliance.
- Openness, respect, tolerance, transparence, appreciation, honesty, calculability, reliability and confidence are values which determine our daily activities. We want to act to our customers, employees and business partners always ethically correct on the basis of our values.
- SWG Schraubenwerk Gaisbach GmbH practices its industrial activities always on the basis of technically confirmed knowledge's.
- Regarding the production of our articles the customer with all his requirements and expectations is in the focus of our activities. Moreover economics, ecology as well as the health and safety of the human beings are equal for us. As the compliance to the health and safety measures belongs to our entrepreneurial

responsibility, also the economical and efficient use of all resources, especially the energy consumption and the compliance of all environmental requirements are included.

- All phases of the production are planned thoroughly. Here we oblige ourselves to comply to all norms, rules and legal agreements.
- All working processes are carried out by trained and qualified personnel. Here the realization of a zero error strategy and prevention measurements for the minimization of the probability of errors and accidents are in the foreground of all activities.
- Even already when developing our products and production processes the environmental capability is considered from the beginning. The effect of our activities on environment, energy use, health and safety for all employees and others are evaluated and constantly improved. The best available technology – under compliance to the economic efficiency – is our principle.
- We oblige ourselves to avoid accidents to the environment as well as situations contrary to the rules by safety measures and suitable organizational methods. Together with the authorities emergency plans are always kept up-to-date in order to minimize effects due to accidents.
- SWG Schraubenwerk Gaisbach GmbH obliges itself to continually improve the energy efficiency, the environment protection and to avoid environmental burden of the company.
- By regular analysis and evaluations of the used energies the current energy consumption is determined and improvements are deflected.
- We inform adequate about our products regarding handling, use, energy balance as well as about disposal and reutilization after use.
- Regarding the acquisition phase of essential energy consuming devices, products, machines and services, environmental aspects and energy efficiency are also decision criteria.
- When planning machines, processes and buildings environmental aspects and energy efficiency are focused.
- With interested citizens, authorities and unions we are having open dialogues about environmental and energy topics.
- The continuous improvement of the effectiveness of our management system for quality assurance, for employment protection, environment protection and the energy efficiency is a fix target. The adequateness of the measurements is continuously monitored; regular audits replenish this process.
- The company management and the people in charge of quality, environment and energy oblige themselves to provide the required resources in order to achieve the strategic and operative goals.