

Quality, Environmental, Energy, Occupational Health and Safety, and Health Policy of the Swoboda Group

Quality is not a matter of course. To achieve it, expertise, innovative spirit and exceptional commitment are necessary. Over the past few decades, we have demonstrated these qualities and set new quality standards regarding the safety, function, and comfort of our products.

Guided by strong values and a clear vision, Swoboda has grown into a successful international company. This is rooted in a company policy shaped by a long-standing tradition of quality, sustainability, and continuity. Maintaining high environmental standards and complying with all legal requirements are a matter of course. Quality, development, and a business philosophy, which is oriented towards tradition and innovation, are the basis for the performance of every single employee.

We are all aware that our commitment and the continuous improvement of our skills are key to our future success. Continuous improvement is supported by targets and the review of their implementation. We have determined eight development targets for ourselves.

1. We are a leader in terms of quality

Our thoughts and actions have always been guided by our view of the future, and we remain driven by our passion for innovative products, processes, and solutions. Such quality is no accident: passion, care, and a "zero error tolerance" regarding our components are an integral part of our requirements. Our suppliers are important partners in this process. Therefore, we expect them to have a distinctive awareness and consciousness of quality.

2. We are a leader in terms of technology

Our success is dependent on the market. Decisive for this are customer- and problem-oriented developments that drive the "current state of technology". For technological problems, we find solutions that still seemed impossible yesterday.

3. We produce safe parts

Our engineering excellence, manufacturing know-how, and relentless drive for innovation are reinforced by robust processes and standards to ensure safe products and services. Product development and production are focused on the safety of the parts and their usability at the customers with respect to use cases and risk minimization.

4. Our work is profit-oriented

We want to achieve profits that ensure the company's growth and our jobs. This motivates us to provide the resources that we need to achieve our targets and complete our tasks.

5. We protect people and the environment

Environmental and energy-conscious behavior is a natural part of our work—we reduce our energy consumption as far as possible and conserve our resources. In addition, we are

committed to preventing pollution, and we expect the same level of commitment from our suppliers.

6. We work in a safe environment

Swoboda complies with occupational health and safety requirements, applicable legislation, and all other approved standards. Managers carry particular responsibility in the implementation process.

7. We are one team!

Skilled, informed, and committed employees are the driving force behind our shared success. Respectful interactions with one another and with our business partners form the foundation of strong cooperation. Therefore, managers are particularly required to promote team spirit as well as an awareness of performance and quality. The essential principles and basic rules for our actions are summarized in the Code of Conduct of the Swoboda Group and detailed within the Group's guideline for integral behavior.

8. We want to remain successful in the future

Swoboda continuously supports all employees through information and trainings. This enables us to secure and further strengthen our success. That is what we are all committed to, because—We are Swoboda!

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Jörg Schernikau
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