

Quality, Environmental, Energy and Occupational Safety 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. Caused by lived values and a concrete vision, Swoboda has evolved into a successful international company. This is based on a company policy, which is oriented towards a long-practiced tradition of quality maximization, sustainability and continuity. The definition of high environmental standards and compliance with all legal requirements are taken for granted.

Quality, development and a business philosophy, which is oriented towards tradition and innovation, are the basis for the performance of each employee. We are all aware that a key for future success is our commitment and the continuous improvement of our skills. 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. This quality is no coincidence: 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 depends 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 safe of the parts and their usability at the customers whit respect to the aspects and risk minimisation.

4. Our work is profit-oriented

We want to achieve profits that ensure the company's growth and our jobs. This enables 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 the amount of energy as far as possible and conserve our resources. We are committed to preventing pollution. We expect all of that from our suppliers, as well.

6. We work in a safe environment

Swoboda undertakes to comply with the occupational safety requirements, the applicable legislation and all other approved requirements. Managers have a particular responsibility in the implementation process.

7. We are one team!

Skilled, informed and committed employees are the crucial driving force for our common success. The respectful interaction with each other and with our business partners is the basis

of great 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 of our actions are summarized in the Code of Conduct of the Swoboda Group and detailed within the Group guideline for integrity behavior.

8. We want to remain successful in the future

Swoboda supports all employees continuously through information and trainings. In this way, we can ensure and expand our success. That is what we are all committed to, because: We are Swoboda!

May 6th, 2020
Boardmembers



Christian Göser Dr. Sebastian Herler Dirk Müller Klaus Rudolph Harald Schöpp