

Corporate
policy



Declaration of principle on our corporate policy

Groz-Beckert is the world's leading provider of industrial machine needles, precision parts, systems, and services for the production and joining of textile fabrics. Our aim is to provide an optimum benefit to our customers and partners at all times.

The same applies to our employees, society and the environment. Our actions are guided by the Groz-Beckert values – respectability, conscious of quality, fairness and partnerships, innovation. Our products and services must be, both internally and externally, customer-oriented and reliable. Maintaining a competitive edge is the basic principle and an important element of our corporate strategy.

In all areas of our company we go by the principle: **Quality is concurrence between agreement and implementation.** The systematic compliance with this principle is supported by our integrated management system, covering the following areas:

- Quality of products, services and processes
- Occupational safety
- Risk management
- Health promotion
- Environmental protection
- Know-how protection
- Energy efficiency

This way, our management system provides the basis for a uniform acting across the Group as well as for a continuous improvement process (CIP) within the company. With this policy declaration and corporate principles, the management and all employees of the Groz-Beckert Group are committed to act in compliance with all relevant requirements, applicable rules and regulations. The compliance is subject to regular self-inspections and external audits across the Group.



The Management


Hans-Jürgen Haug


Eric Schöller


Markus Settegast

Corporate principles

At the Groz-Beckert Group, ecological, economical, and social responsibility goes hand in hand with profitable growth. For this reason we committed ourselves to the principle of sustainability at all our locations.

Employees

Well-trained and qualified employees are the basis of our long-term and sustainable success. They are actively involved in shaping processes, the working environment and the workplace. In order to protect our employees, the avoidance of hazards at the workplace as well as the promotion of health have top priority.

Customers, suppliers and partners

Intensive dialogues and a trust-based exchange of information are the basis of our cooperation with all external circles. The customer is the main focus of our actions and decision processes. Our task is to provide a package of services adapted to the needs of our customers.

Know-how protection

Knowing about the sensitivity of our own know-how, it goes without saying that we equally protect our customers', suppliers', and partners' know-how. Therefore we attach utmost importance to a trust-based cooperation.

Safety

We are concerned not only about the safety of our external partners at our locations, but also ensure to protect our Group from damage. For this reason we identify, assess, and minimize the substantial risks at our production sites all over the world. There are action plans for each known and relevant risk scenario. In the event of damage, these plans help to keep the effects as low as possible.

Environmental protection and energy efficiency

Our actions include continuous improvement of environmental performance and reduction of impacts on the climate to preserve intact living conditions for present and future generations. A responsible approach to resources already starts with the planning of our processes, products, and services.

Social and legal responsibility

The compliance with legal standards is a minimum requirement for us. Our company-internal standards apply at all our locations worldwide and have priority over local legal regulations, whenever they exceed those requirements. We are committed to socially and ethically responsible actions and distance ourselves in the strongest terms from any kind of corruption, discrimination and child labor.

Continuous improvement process (CIP)

Our activities are systematically planned, executed, and controlled according to the plan-do-check-act cycle. We persistently review our actions with the objective of continual improvement.



GROZ-BECKERT

KNITTING , WEAVING , FELTING , TUFTING , CARDING , SEWING



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