

# CORPORATE BUSINESS PRINCIPLES

## Our Commitment

WEY Group began to organize processes in accordance to the recommendations of the ISO9001 standards in 1998. Since then, we use the WEYTEC Corporate Business Principles as a management tool.

While the WEYTEC Corporate Business Principles continue to evolve and adapt to a changing world, our foundation remains unchanged from the time of the origins of our Company, and it reflects the basic ideas of fairness, honesty, and a general concern for people.

We also declare our commitment to ethical professional conduct and recognize that the inherent dignity and equal rights of all members of the WEYTEC organization is the foundation of ethical behavior within the WEY Group.

Given the growing public interest in corporate social responsibility, we openly share these Principles, not only with all our employees, but also with anyone who is interested in understanding the Principles on which this Company is based.

As Owners of the WEY Group, we are committed to making sure that our Company is managed according to these basic principles, and we commend them to all our employees worldwide.

Armin Klingler

Mario Okle



## 1 Introduction

WEYTEC, one of numerous small companies that constitute the backbone of the economy, has developed into a market leader in its niche. Limiting its value proposition to a few outstanding and highly professional solutions, nurturing close relationships with clients and end users, broadening the scope of international contacts and tirelessly pursuing the achievement of world class quality are some of the success factors that helped WEYTEC become a star in high technology sectors.

## 2 Corporate Business Principles

WEYTEC's business objective is to manufacture and market the Company's products in such a way as to create value over the long term for employees, customers, business partners and shareholders.

WEYTEC does not favor short-term profits at the expense of successful long-term business development.

WEYTEC recognizes that customers have a sincere and legitimate interest in the behavior, beliefs and actions of the Company and that without customers the Company would not exist. WEYTEC is fully committed to serve our customers with integrity and competence.

## 3 Ethical Behavior

Adherence to ethical professional practice includes respect for principles that express our values and standards that guide our conduct. WEYTEC's ethical principles include: Honesty, Fairness, Objectivity, Toleration, Respect and Responsibility. Members shall act in accordance with these principles and encourage others within their organizations to adhere to them.

### 3.1 Competence

WEYTEC members are responsible to: maintain an appropriate level of professional expertise by continually developing knowledge and skills; perform professional duties in accordance with relevant laws, regulations, and technical standards; and provide information that is accurate, clear, concise and timely.

### 3.2 Confidentiality

WEYTEC members are obligated to keep company and customer information confidential except when disclosure is authorized or required, and to refrain from using confidential information for unethical or illegal advantage.

### 3.3 Integrity

WEYTEC members are obligated to refrain from engaging in any conduct that interferes with carrying out duties ethically and abstain from engaging in any activity that might discredit WEYTEC.

### 3.4 Communication

WEYTEC members are committed to: communicate information accurately, objectively and respectfully; refrain from discriminatory statements based upon the race, color, gender, sexual orientation, religion, political opinion, national or social origin of employees, customers and members of the WEYTEC community, including partners and family; refrain from behavior or communication which threatens the safety, security or dignity of a WEYTEC employee, customer or partner; disclose all information that could be expected to influence the success, well-being and reputation of WEYTEC.

### 3.5 Diversity

The WEYTEC community embraces diversity. WEYTEC hires and evaluates employees without regard to race, color, religion, gender, national origin, age, sexual orientation or disability.



## 4 National Legislation

WEYTEC is fully committed to follow and respect all applicable local laws in each of its markets.

## 5 Data Protection

WEYTEC complies with data protection regulation to ensure the integrity, confidentiality and privacy of corporate intelligence, customer information and employee records.

## 6 Health and Safety at the Workplace

WEYTEC regards its people as its most valuable asset and places the highest priority on protecting them. The WEYTEC Policy on Health and Safety at Work is binding for the entire WEY Group. WEYTEC believes that work-related injuries and illnesses can and must be prevented.

## 7 Human Rights

WEYTEC fully supports the United Nations Global Compact's two guiding principles on human rights. WEYTEC supports the protection of international human rights within its sphere of influence (Principle 1), and ensures that its own companies are not complicit in human rights' abuses (Principle 2)

## 8 Business Partners

WEYTEC aims to deal only with reputable suppliers who apply WEYTEC quality standards. Supplier relationships are benchmarked and evaluated with the objective of striving for continual improvement in the areas of quality and service, etc. Key suppliers with which WEYTEC has a contractual relationship are audited to ensure that they comply with the WEYTEC Corporate Business Principles, or that they are actively working to achieve compliance. Whenever instances of non-compliance are brought to the Company's attention, WEYTEC will insist that corrective measures be initiated.

## 9 Protection of the Environment

WEYTEC Supports a precautionary approach to environmental challenges, undertakes initiatives to promote greater environmental responsibility and encourages the development and diffusion of environmentally friendly technologies.

## 10 Our Understanding of Quality

Quality is the commitment to consistently meet the demands and expectations of our customers, co-workers, suppliers and market. Stakeholder satisfaction confirms the attainment of our quality goals.