



Company Policy

Policy
Rev. 3
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Schulte & Co GmbH is a family-owned company in its third generation with around 800 employees at four locations and processes mainly metallic materials and plastics through industrial activities. As part of our corporate responsibility towards all social stakeholders, in particular towards our employees, customers, business partners, suppliers, authorities, other interested parties and also future generations, we define our quality, environment, information, safety and energy policies with the Integrated Management Manual. These take into account the entire product life cycle.

Customer focus

Our corporate goal is to create customer value. The customer is recognised by all employees as the centre of our company's efforts and is the focus of everything we do. Only the highest quality and the complete fulfilment of customer requirements ensure our success and our lead over the competition.

Reliability

We pursue a consistent zero-defect target for our products and 100% delivery reliability. The necessary and economically justifiable measures are taken to achieve these goals.

Continuous improvement

The continuous improvement of all processes is a central component of our actions. We regularly measure and improve the quality, energy, safety and environmental performance as well as the economic efficiency of our processes using suitable key figures. We evaluate the results and, in case of deviations, initiate measures to ensure success. We focus on innovations and efficiency improvements. We also place this requirement on our suppliers.

Employees

Our employees are the key to high quality. The targeted selection, induction, training and sensitisation for quality, environmental protection, energy and occupational safety ensure the necessary qualification and motivation of our employees. We encourage every employee to actively participate in the continuous improvement of occupational health and safety and provide the necessary and appropriate tools for participation and consultation. Protection against reprisals, discrimination or punishment, or the threat of such, is a matter of course for us.

Personal responsibility

Only through the personal responsibility of all employees, together with their managers, can the quality, environmental, energy and safety goals be achieved. All employees are responsible for avoiding hazards to people and the environment and for strictly complying with regulations and laws on occupational safety, health and environmental protection as well as energy management. Scenarios of possible incidents are regularly discussed with our employees in order to be optimally prepared.

Sustainability

We are happy to make our contribution to society by attaching special importance to the conservation of the environment and resources. We are committed to sustainable management of resources such as the consumption of energy, water and the generation of waste, and we accept our responsibility for the environment. We work in compliance with standards, legal regulations and environmental and energy-relevant specifications. Our integrated management system meets the requirements of ISO 9001/ IATF 16949, DIN EN ISO 14001, DIN EN ISO 45001 and site-specific DIN EN ISO 50001, as well as TISAX.

Processes and products

The health and safety of our employees is our top priority. Therefore, we design our processes and develop our products in such a way that the health and safety of people is the focus and harmful effects on the environment are kept as low as possible. We hereby commit ourselves to creating safe and healthy working conditions to prevent work-related injuries and illnesses. We observe, consider and comply with the requirements and expectations arising from product integrity throughout the entire product life cycle. We are also committed to complying with legal requirements and regulations in the countries where we operate.

The economic efficiency resulting from our policy is a guarantee for secure jobs and for the future of our company. Our quality, environment, energy and safety policy is made available and known to every employee and interested parties at all times via the Internet. The topics from the area of corporate principles on responsibility, anti-corruption, conduct and ethics etc. are dealt with in a separate Code of Conduct.

The corporate policy shall be reviewed at least annually to ensure that it is up to date.

Hemer, 15. August 2022 _____