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Vision and mission statement

Who are we?

We are a role model for a company that combines tradition and future viability.

What do we want to achieve?

We are passionate about springs. Through self-controlling processes, we achieve smooth operations and optimal results. This satisfies employees, customers and suppliers alike. We further ensure this economic success through activities that are not dependent on the business area.

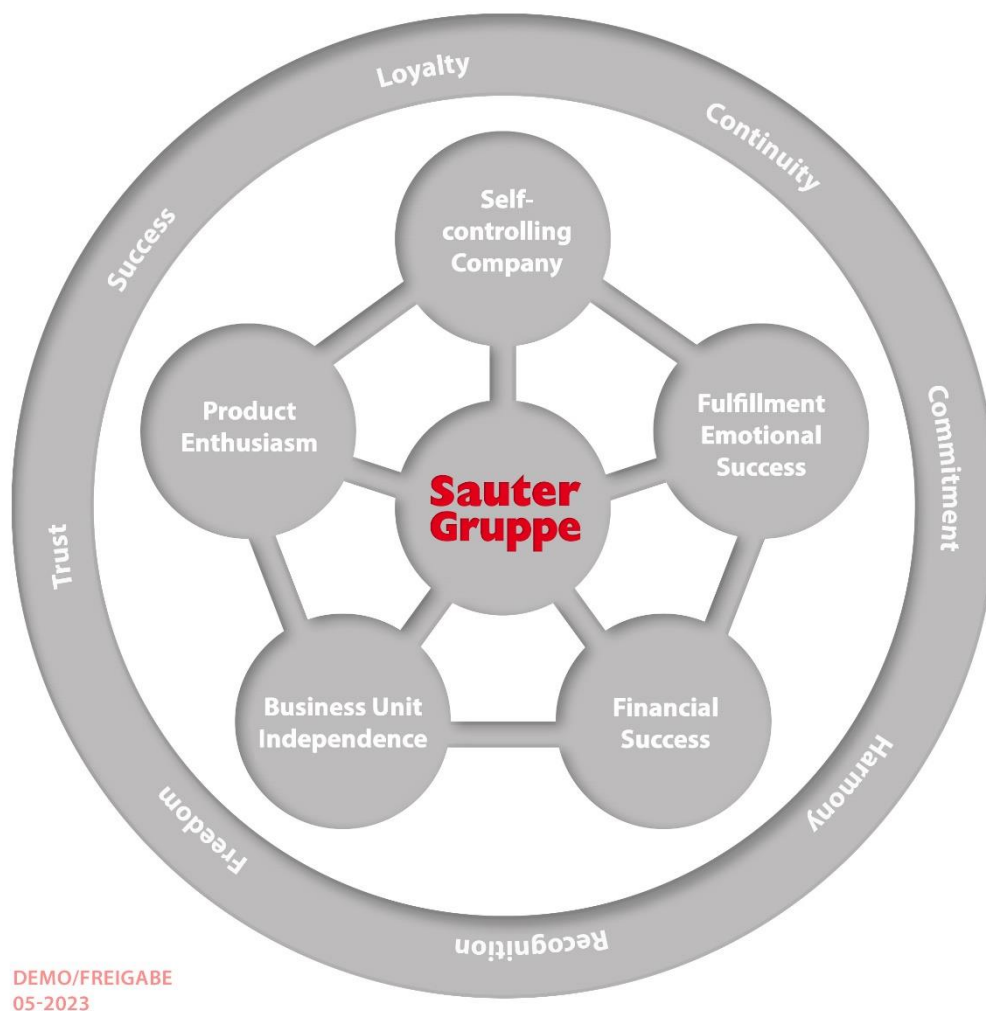
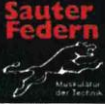



Figure 1: The mission statement for our company and the work of everyone involved has the structure of an atom. At its core are the central statements of our corporate vision. Through the shell with the company's guiding values, these form the basis of our business activities.

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Corporate principles (management policy)

The DIN EN ISO 9001 requirements provided the basis for defining the management policy. These were: appropriateness for the purpose and context of our company, and for the support of our strategic orientation.

Commitment to meet applicable requirements and to continuously improve the management system. It thus provides the framework for setting management objectives.

In the following Corporate Principles, the **Management Policy** for *Heinrich Sauter GmbH and Schlenker Federn GmbH* is integrated as part of the corporate vision.

Management/leadership: All managers are role models in terms of competence, commitment, sense of responsibility and flexibility. Together, they act in a forward-looking and goal-oriented manner.

Organization: Our organization is clear and simply structured and provides orientation for everyone. It enables fast and direct processes with minimal losses.

Employees/team: All employees think and act independently and bear responsibility for their actions. The will to support each other is the starting point for harmony within the teams and within the whole company.



Communication: We communicate positively, honestly and effectively. Our communication is an expression of the corporate culture we embody every day.

Creativity/innovation: We are open to new ideas and are aware of the need for constant learning - from mistakes as well. Everyone has the chance to develop according to their professional requirements and personal wishes.

Quality/performance: We are enthusiastic about our products. This is the foundation for achieving the best results in terms of quality, productivity and customer satisfaction. Our management system supports us in our daily work and in achieving our ambitious goals.

Environment/resources: We work with state-of-the-art technologies and facilities. Maintaining our work environment through cleanliness and care is important to all of us. Through the conscious use of all resources, we take into account the needs of the environment.

Profit/success: Economic success and personal fulfillment are the logical consequence of our working together harmoniously. Our profit forms the basis for the continued existence of the company and the long-term safeguarding of jobs at our locations.

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Corporate Values

The most important things for us are:

Loyalty: belonging and devotion, dependability for all (management, employees, customers & suppliers).

Continuity: implement long-term goals and life plans. Sustainability, endurance, consistency, staying power - without erratic fads or trends.

Commitment: taking responsibility, being reliable, being true to your word, always being honest and authentic.

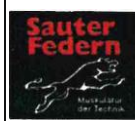

Harmony: unity, working together on the same goals, sharing the same views.

Recognition: praise, motivation, esteem and mutual respect.

Freedom: making decisions via short decision-making channels, being able to implement decisions in a timely manner and with financial freedom, decision-making powers, decision-making authority and flexibility.

Trust: financial security, independence of individuals at the management level, reliable and loyal employees/colleagues and customers.

Success: enthusiastic customers favor us as a supplier, satisfied employees, lasting economic profitability, excellent market position and a good name.

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Code of Conduct

The globalization of supply chains makes it necessary to recognize, support and put into practice a set of core values in the areas of human rights, labor standards, environmental protection and anti-corruption policy.

The ethical guidelines described in this Code of Conduct are based in particular on the principles of the UN Global Compact, the ILO conventions, the UN Universal Declaration of Human Rights, the UN conventions on the rights of the child and on the elimination of all forms of discrimination against women, and the OECD guidelines for international companies.

The following provisions constitute minimum standards and are intended to prevent situations that could call into question the integrity of the company and its employees. The contents apply in all of our company's business units.

Human Rights

We comply at all times with applicable laws protecting international human rights within our sphere of influence. We categorically reject any kind of human rights violation.

Labor standards

We comply at all times with applicable occupational safety and health laws within our sphere of influence. As a result, we categorically reject any form of forced or child labor. This applies equally to any form of discrimination within our company.

Environmental protection



We support a preventive approach when dealing with our environment. With the legal requirements as our basis, we act with foresight and launch initiatives (environmental program) to strongly demonstrate the sense of responsibility for the environment within the company.

Fighting corruption

We do not tolerate corruption - no matter what form it takes. The unlawful granting of benefits to third parties - such as public officials or employees of private companies - is prohibited. The prohibition of corruption applies without restriction, i.e. regardless of to whom, in which place and for what reason such benefits are granted.

Consequences of non-compliance with the principles

This Code of Conduct combines applicable statutory and company regulations. The obligation to comply arises either directly from the law, company regulations, company guidelines and directives, or as a secondary obligation under the employment contract. Deliberate violations of the guidelines will result in consequences within the scope of the applicable regulations.

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Reporting violations

For the confidential reporting of violations of this Code of Conduct, we have set up a reporting office at the mailbox Compliance@Sauter.de.

The reporting person is free to submit the report directly or anonymously. In any case, the report will be treated with absolute confidentiality with regard to the reporting person.

Fabian Sauter Stefan Sauter
09/8/2022 Sauter Holding GmbH Management



Fabian Sauter



Stefan Sauter

08.09.2022 Geschäftsführung Sauter Holding GmbH