

Our values  
explained . . .

Vision, Values &  
Mission  
Statement



Dear Ladies and Gentlemen,  
Dear Colleagues,

The Demmel Group is a group of medium-sized and family-owned companies with production sites in Germany, Switzerland, Italy, China, Singapore and the USA. The Demmel Group's core competencies are high-quality products and system solutions in the fields of trim parts, decorative surfaces, operating systems, electronics, and mobile power supply.

Customers are mainly companies from the automotive industry, mechanical engineering, and the household appliance industry. The special combination of know-how in the fields of metal and plastic processing as well as electronics enables us to develop and produce innovative customer-specific products and services, which at the same time meet high design standards.

Our values and guiding principles give firm expression to our basic principles, expectations, and behaviour. It is a general guide for our sustainable business conduct and refers to the overall and comprehensive Code of Sustainability.

Through our vision, values, and policies, we express the principles to which we are committed in the long term and which issues have the highest priority in our sustainable business conduct.

Everyone can contribute to achieving our vision by living our values and guiding principles. It is our joint responsibility to live sustainability by adapting our actions towards our common values of the Demmel Group.

Board of Directors  
Demmel Group

## Our vision

We want to become our customers' first and long-term partner for the climate-neutral and resource-saving development and manufacture of valuable, unique, and recyclable products and services.

Our high-quality and industrially manufactured products and services are produced by our motivated employees\* in safe and modern high-tech locations.

## Our sustainability values

### ESG Core-Values

#### Responsible use of resources



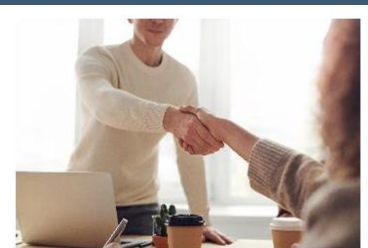
Responsible and careful use of resources is an integral part of our actions.

#### People



The employees\* are the focus of our actions and are valued, professionally developed and promoted by us. .

#### Business Continuity



We strive for long-term customer and supplier relationships based on economically successful business partnerships.



# Our values and mission statement

## Environment (E): Responsible use of resources

Responsible and careful use of resources  
is an integral part of our actions.



## Greenhouse gas management (CO<sub>2</sub>, GHG)

We strive for a climate-neutral development and production of our products and services in the long term and pursue continuous reduction plans to reduce our GHG emissions. Despite the increasing energy demand of a growing company, we are committed to optimizing the carbon footprint.

## Circular economy

We appeal to use recycled products - as far as compatible with our customers and economic requirements - and implement these in our standardized development and production processes. We rely on strategic alliances with our customers and suppliers and want to place our Demmel Group as an indispensable part of circular flows of goods.

## Development & Design (R&D)

Our R&D and design focuses on climate- and resource-optimized products and services. Material composition and material separation have a high priority in product development.

## Responsible use of resources

We deal safely with unavoidable hazardous substances and consider the regulatory requirements precise. The number of problematic substances should be continuously reduced and replaced by environmentally friendly alternatives.

## Sustainable supply routes & supply chains

Together with our local and national partners, we organize the transport routes between our sites efficient and climate friendly. Our supply chains should be reliable and focus on an efficient flow of goods.



## Social (S) People

The employees\* are the focus of our actions and are valued, professionally developed, and promoted by us.



## Health

The health of our employees\* is our most important asset. We focus on people and actively promote their well-being with balanced initiatives to build, maintain and improve workplace safety in our modern workplaces.

## Leadership

We strive for an appreciative leadership with various expertise and disciplinary leadership characteristics to continuously develop the commitment of our employees. In doing so, we develop and maintain a consistent management culture with effective management tools. Caring and social responsibility characterize our public awareness of a long-standing family company at all locations.

## Social standards and cooperation

Our employees\* are quality-driven and loyal to our company. Our collaborative behaviour is characterized by reliability, appreciation, responsibility, and tolerance. We adhere to agreements. We are open and curious towards other cultures and markets. Therefore, we also want to take advantage of the opportunities and chances to learn from foreign cultures, people, and economies.

All employees\*, without exception, follow applicable laws and standards of conduct, human rights guidelines, and business policies and procedures. Legally compliant, ethical and responsible behaviour is fundamental to our work, as is respect for the rights of every individual.





## Governance (G): Business Continuity

We strive for long-term customer and supplier relationships based on economically successful business partnerships.



### Business Continuity

We are proud of our tradition, our experience, and the successes we have achieved in our company's history. Our value creation is based on lean and modern production principles with universal standards. We always pay attention to the profitability of our work performance and the efficiency and stability of our processes.



We strive continuously for innovation and excellence in our products and processes as well in our personal actions. We are innovation pioneers in our industries, have branches in all important economic zones all over the world and qualify to be the first and long-term contact partner for our customers.

## Our business principles

We have been a reliable partner to our international customers for over 130 years, offering them expertise and innovative solutions in the areas of design, surface and function and EMS (Electronic Manufacturing Services). Our processes are designed to fulfil the requirements of our global customers and continuously improve them in terms of quality and cost-effectiveness.

Together with our customers and suppliers we develop new products and services and perceive the cooperation as a partnership. For us, truthfully and fair business behaviours with our business partners, employees, investors, and competitors are a fundamental principle. We focus our collective actions on conducting all customer and contractual relationships with absolute integrity.

## Compliance & Governance

For us, compliance means adherence to rules and regulations. Integrity means conformity of ideals and values with one's own speech and actions.

Each of our employees acts in the interest of the Demmel Group and bears personal responsibility for ensuring that his or her actions comply with applicable laws and self-imposed standards.

The duties of our corporate responsibility are addressed in our management systems and continuously ensured with our standardized and implemented routines.

## Communication

We use transparent and anticipating communication instruments within our company and focus on a continuous exchange with all our stakeholders. We maintain an open and informative dialog with our partners through various communication channels. Additionally, with our comprehensive whistleblowing system, we also enable active participation in the clarification of potential grievances.

## Opportunity and risk management

Derived from our business continuity, we prioritize a risk-conscious behaviour and regularly analyse and monitor identified opportunities and risks. The assessment is carried throughout all companies and processes and calls the responsible people to deal with the identified opportunities and risks in appropriate instruments.

## Security in business transactions

We promote digital initiatives to fulfil our commitment to our market participants and to protect data and information. We validate our business partners and review the principles of contractual cooperation.



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\*Collective terms used such as employees, customers, or other groups of people are to be regarded as gender neutral. Image sources: Own, Fotolia, Pexels and Pixabay.







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