

It is our objective to strive for the highest level of customer satisfaction by production of high-quality products, by a customer-oriented delivery- and product-service which is above average and by use of highly developed, innovative production technology.

The most important factor for a successful and sustainable transfer of this philosophy is a good-skilled, qualified and engaged staff.

Our more than 70-years company history is a mutual success basing on a responsible management and a team of loyal, reliable and powerful employees. In updating, this constellation promises most future safety for everybody.

To achieve a positive and successful cooperation among the employees the following aspects and guidelines have to be regarded:

- The contact with each other is stamped by mutual esteem and trust.
- Accordingly, the way of speaking has to be constructive, friendly and solution-oriented.
- Thinking and acting of every person has to be company-related, responsible and goal-oriented.
- Willingness to help, positive communication and flexibility are basic factors of our thinking and acting.
- Inter-department-thinking and -cooperation are basics of our cooperation.
- Problems and misunderstandings have to be communicated early and openly and have to be cleared-up in a solution-oriented and sustainable way.
- Permanent focussing on efficient and economic processes and procedures.
- Performing a responsible and qualified professional education as an important factor for securing the future.
- Early transfer of know-how to following generations.
- Early preparation of junior executives for taking over responsibility.

Non-Discrimination and Respect for our Employees

1. Equality of opportunity and equal treatment of our employees is important for us. We support our employees, independent on their skin colour, race, nationality, social origins, eventual disabilities, political or religious principals, sex or age.
2. Human dignity, privacy and human rights of each employee are respected.
3. We neither employ somebody against his will, neither force anybody to work for us.
4. Any unacceptable treatment of employees, such as physical or psychological hardness, sexual or personal annoyance or discrimination are not accepted.
5. Further, each kind of behaviour (including gestures, spoken language and physical contacts) which applies any sexual force, pressure, threat is not suffered.
6. We care for fair and reasonable wages. Further, we confirm that the legal minimum wage is guaranteed.
7. The legal work schedule is kept.