

Wohlrab Group

Corporate Social Responsibility (CSR) Policy



Introduction – Purpose of Corporate Social Responsibility:

Our CSR policy aims to guarantee that we work ethically, considering human rights and the social, economic, and environmental impacts of what we do as a business. We should meet and aim to exceed any relevant legislation, and if legislation does not exist in a particular area, we should ensure we carry out best practices anyway.

By following this Policy, Wohlrab Group is committed to conducting business undertakings as ethically as possible.

Our Corporate Social Responsibility (CSR) company policy refers to our responsibility toward all stakeholders: our staff, customers, suppliers, and the planet.

Who we are and what we do:

Wohlrab Group – Coating Technology – Engineering & Surface Treatment

Founded in 1976 and headquartered in Langenzenn, Germany, Wohlrab accommodates several industries, such as medical, optical, automotive, electronics, and sensors. Decades of experience in coating technology and the continuous investment in state-of-the-art equipment allow us to push the boundaries of coating technologies further and further.

Apart from PVD and PECVD coatings, Wohlrab offers sophisticated robotic painting with connected dust-free chambers, pad printing with up to six colors, nano-coatings, and plasma treatment.

A particular strength is in surface treatments for hearing aids, where we supply many renowned leading global manufacturers. A broad spectrum of highly advanced technical methods & coating solutions allows us to fulfill a wide range of customer requirements, for instance, functional and or decorative enhancement of a component or improved economic viability & sustainability.

With production in Europe and Asia, we expedite deliveries worldwide and ensure global competitiveness.

We are a passionate team with the vision and care needed to consistently benefit customers without compromising on quality, scope, or value.

Key points – areas:

Looking after Employees

We are committed to our people's well-being and continual development, to continue cultivating and sustaining a workplace where employees are appreciated and valued, where each employee clearly understands their role & responsibilities and how they contribute to the business.

We aim to ensure employees are offered the opportunity for development; a focused personal development plan, including relevant training and tangible progression targets, is implemented.

We operate a meritocracy, where all employees are recognized and rewarded based on their performance, effort, contribution, and achievements.

We expect our employees to act with integrity towards one another and exercise a high standard of business practice and quality.

We support diversity, fairness, and equal opportunities and aim to be involved and consult regularly with employees.

Learning: Our company's primary focus is to develop the best possible future-proof solution for our industry. We are open to suggestions and listen carefully to ideas. Our company always tries to improve how it operates continuously, learns from past experience, and creates a non-judgmental learning environment.

Looking after Customers

We aim to build long-term and meaningful relationships with our customers and stakeholders, ensuring we fully understand objectives, meet requirements, and exceed expectations. We strive to give fair value, consistent quality, and reliability. We aim to have the highest professional and ethical standards and pledge to be honest, open, and transparent in customer interactions.

Suppliers' Standards

We aim to create and maintain strong relationships with key suppliers and contractors. We strive to choose suppliers who share our ethos concerning employment practices, quality, and environmental controls. We have stringent vetting processes to ensure we engage with companies and individuals committed to maintaining best practices.

Health and Safety

We are committed to providing a safe and healthy working environment for all our activities and promoting a health and safety culture that focuses on maintaining the highest standards and adhering to Health and Safety requirements. We are committed to ensuring that our employees are happy and healthy at work so they can enjoy their time with their loved ones. This commitment extends to our relationships with customers and suppliers.

Protecting the Environment

We are aware of our environmental impact as a business and have taken, and will continue to take, appropriate steps to mitigate this impact. We set environmental objectives and targets, employ procedures, and provide training to ensure our employees and contractors understand their environmental responsibilities and can seek to improve our environmental performance.

We commit to reducing our environmental impact by encouraging greener transport, recycling where possible, working with suppliers and contractors who share the same ecological values as ourselves, and ensuring compliance with all appropriate legislation.

Community Engagement

We recognize and understand the significance of the local community within which we operate. We aim to enhance our contribution to the community by being sensitive to local people and groups' needs and promoting ethical and socially responsible behavior.

As a business, we are doing our bit to support local communities by employing local people and giving them opportunities.

United Nations Global Impact

Wohlrab Group is committed to the principles of the [United Nations Global Compact](#). We act to promote our identity as a socially aware and responsible business.

Communication & Measurement:

We communicate this Policy to our staff, clients, and other stakeholders using our website, internal memos & our Quality Management System.

We seek to raise awareness of any negative impacts of our business and methods to reduce them.

Wohlrab Group is proud to be certified by DEKRA in the requirements of ISO 9001:2015. Our Quality Management System supports the continual monitoring and improvement of all aspects of our business. We constantly look at and implement ways to improve our systems and practices to ensure a positive societal footprint.

Responsibility and review:

Michael Becker, Chief Administrative Officer of Wohlrab Group, is responsible for our CSR strategy and the implementation of this Policy.

All staff members have a role to play in complying with our CSR objectives and are encouraged to make further suggestions concerning initiatives we could undertake. If anyone has a suggestion, they should contact Michael Becker.

We are fully committed to the highest possible openness, honesty, and accountability standards. In line with that commitment, under our Whistleblowing Policy, we actively encourage all staff members with serious concerns about any real or perceived departure from the high ethical standard we set to voice those concerns. Our Whistleblowing Policy can be found here: <https://www.wohlab.de/en/compliance>

We are committed to ensuring our Policy remains effective. As part of our ongoing commitment, this Policy is reviewed regularly to verify its effective operation. Records of the reviews are maintained, and any necessary amendments are made to the Policy as appropriate.

This Policy has been approved & authorized by the Board:

Signatures:



Name: Sandra Wohlrab / Christian Wohlrab / Harri Leppaenen / Michael Becker

Date: June 2024