

# Quality and Corporate Policy



- We lead with objectives and delegate responsibility in all areas / functions.
- We see our customers as our partners who strongly influence the success of our company.
- The high quality of our products and services is the most important basis for the long-term development of our company and our customer loyalty.
- To meet all customer requirements, the specific and individual requirement features are tested by specific, product-dependent additional standards (NPP, VDE, UL, ATEX etc.). Thus, fulfilment levels are further increased and optimised.
- In all areas - from top management to sales, development, purchasing, production, quality management and shipping - we want to avoid errors and consistently eliminate discovered sources of error. The aim is to continuously improve product quality and reduce error costs.
- We want to be faster, better and more innovative than our competition.
- Our ideas and creativity ensure our competitive edge; through constant new ideas and continuous improvements, as well as their professional implementation, we guarantee a high level of innovation and high-quality results.
- Consistently adapting to changing framework conditions is a matter of course for us. We are a learning organisation.
- We strive for trusting, long-term relationships with our business partners.
- In our company, the values "reliability, quality, punctuality, honesty, order and cleanliness" are a matter of course.
- At HEW-KABEL, people of different skin colours, nationalities, religions and genders treat each other with respect and fairness at all times. (see CoC)
- Qualifications and motivation are important to us. We therefore prepare our employees specifically for (new) tasks and continuously promote their professional and personal skills.
- We think in terms of solutions rather than problems, and we rise to challenges.
- We are aware of our responsibility towards our environment and the surroundings in which we live. We want to help shape, improve and fulfil our contribution to the preservation of natural living

conditions.

- Guidelines in the sense of environmental protection and handling natural resources with respect to materials and energy are established and stabilised in the company. Employees and management promote this - including in the circle of business partners (see U-/E-Policy).
- By complying with official requirements, constantly optimising plants, machines and processes, using resources in a controlled manner and monitoring our immission and emissions, we actively contribute to energy reduction and environmental protection.
- We comply with relevant standards and requirements, and have their effectiveness and sustainability regularly monitored by external accreditation companies. Internal specifications are also checked at planned intervals and corrected if necessary.
- We operate an active supplier management system based on cooperation and supplier development.
- For the protection of our employees, customers, suppliers and visitors, occupational safety is of particular importance.
- We constantly inform and maintain an open dialogue with employees, politicians, authorities, the public and social groups - thereby developing and cultivating partnerships. (see Code of Conduct)
- Compliance with our guidelines is binding for all company employees.

Wipperfurth, 04/09/2023

A handwritten signature in blue ink, appearing to read 'Jörg Kuck', written over a horizontal line.

Jörg Kuck  
- Managing Director -