

# Our Corporate Principles

Basic pillars for success and responsibility

**Sustainability, Quality, Environment, Energy, Safety**





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Chief Executive Officer



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**Johann Soder**  
Managing Director  
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By consistently implementing these principles, we are able to strengthen and extend our relationship with customers and suppliers. We use these principles as a starting point for effective and efficient processes as well as for productive, integrative management systems interaction. The integrated management system supports the speed and flexibility of our business activity, enabling us to meet growing customer expectations.

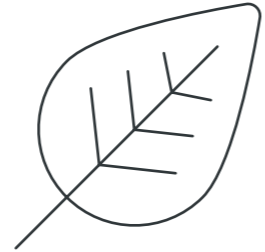
Our systematic application and development of our corporate principles for **quality, the environment, energy, and safety** represent a significant commitment to the environment, our customers and employees, as well as other interested parties.

All SEW-EURODRIVE Group employees at all locations adhere to SEW-EURODRIVE's credo and our corporate principles to help ensure the continuing success of our company.

Our management system standards for **quality, the environment, energy, and safety** interact to create synergies. Processes, methods, and instruments are used across systems.

The effectiveness of the SEW-EURODRIVE management system and the fulfillment of the relevant management system standards are regularly assessed through internal and external audits. Demand-oriented measures are implemented. We use potential for improvement to achieve ongoing further development.

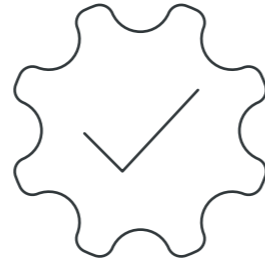
# Our aspiration



We always act with **Sustainability** in mind, from an ecological, economic, and social perspective.

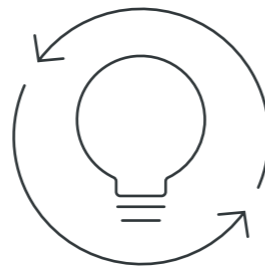
We are committed to **Quality** in all areas and functions.

We are committed to protecting the **Environment** and using natural resources sparingly.



We ensure efficient use of **Energy** in our products and their production.

We place great importance on **Safety and health at work** in order to effectively prevent or reduce accidents at work and damage to health.



Numerous products feature properties that offer **Functional Safety**. This enables us to actively contribute to occupational safety beyond our company.

Corporate and data protection affects us all. With **Information Security and Product Security** we ensure the continuity of our commercial activities and protect our innovations and processes.



# Our Corporate Principles



## We at SEW-EURODRIVE

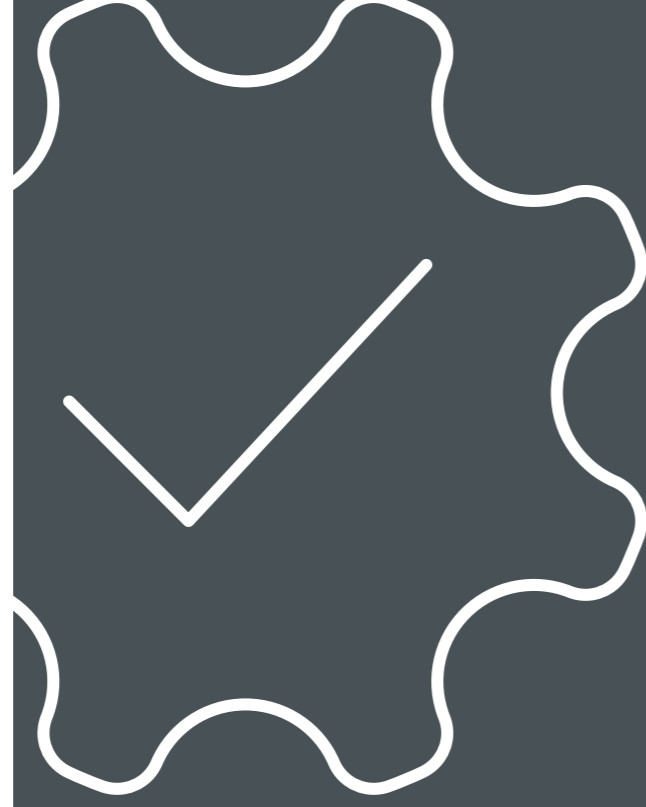
- want to contribute to SEW-EURODRIVE remaining an independent, international, family-run company.
- are committed to qualification, motivation, and identification throughout the company.
- are committed to maintaining open and honest communication in order to achieve a positive company atmosphere.
- support the continuous improvement of our performance through creativity and team spirit.
- see internal and external customer orientation as the basis for long-term success.
- act in a market-oriented manner and promote innovations so as to safeguard our leading position amidst the growing international competition in the drive technology business.
- acknowledge that quality is a key factor in all areas and functions.
- act in a cost-conscious manner through optimum use of available funds and by avoiding waste.
- organize business processes in such a manner that they can cope with changing demands.
- strive towards the realization of adequate profit to safeguard our jobs.

# Our self-image

**Sustainability**



**Quality**



**Environment and energy**



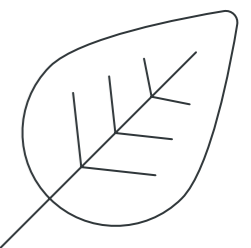
**Safety**



# The principles



We always act with **Sustainability** in mind, from an ecological, economic, and social perspective.





## Strategic goals

### The company's long-term carbon neutrality:

- By saving energy and using renewable energies.

### Further development of an efficient circular economy:

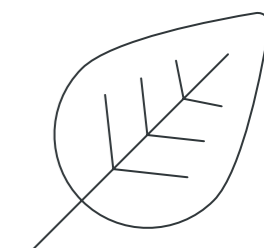
- Products should be returned to the company's value-creation cycle through recycling and reuse.

As part of our long-term sustainability initiative, we strive to optimize our entire value-added chain and, in doing so, conserve the resources used in order to reduce our CO<sub>2</sub> emissions. Our path to achieving this involves continuously and permanently establishing "sustainability" as a value within the company and taking concrete, measurable steps to implement it. By analyzing and continuously improving our processes and products, we seek to permanently reduce their carbon footprint, and an effective circular economy will help us reuse the resources involved.

This sustainability initiative is coordinated by the sustainability committee, which reports directly to management and includes representatives from all areas of the company. This is where all projects are centrally coordinated and targeted decisions are made.

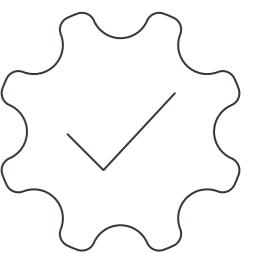
We present the results to the public in the form of a sustainability report. We also describe the objectives and activities through digital information pages and press releases.

We regularly provide our employees with information and training to continuously improve sustainability awareness.





We are committed to **Quality** in all areas and functions.





## Requirements

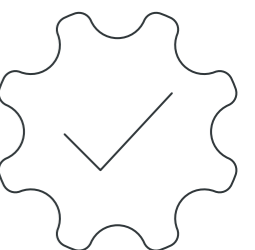
A fully manned and well equipped TestCenter, certified in accordance with the “General requirements for the competence of testing and calibration laboratories” (**ISO/IEC 17025**), is available for the verification of products.

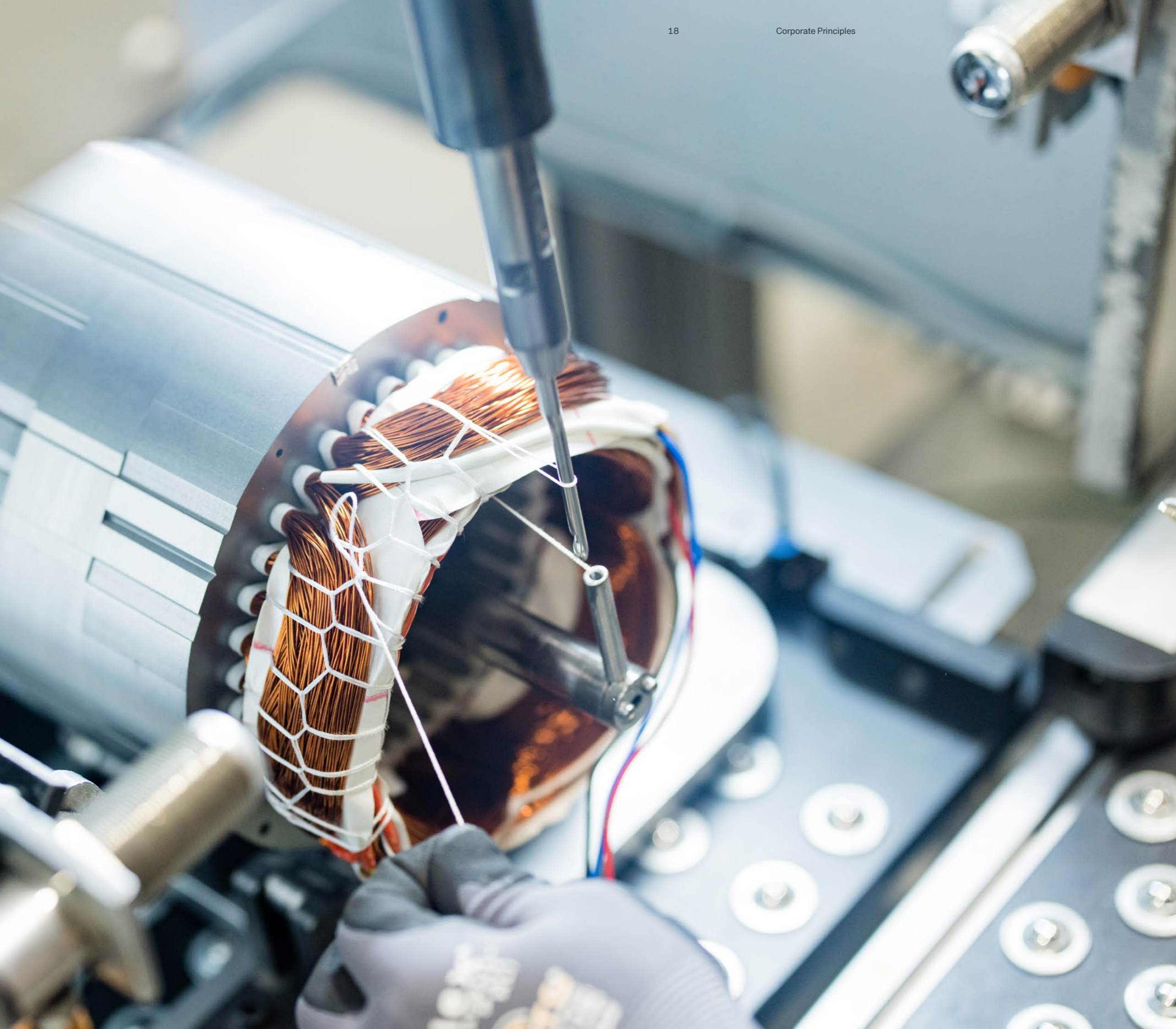
Our actions reflect our goal of zero defects. Our effective quality management system meets the requirements of ISO 9001, helping us to achieve greater customer satisfaction for example. Corporate management is committed to compliance with applicable requirements and the continued improvement of the quality management system, and has introduced an effective organization to achieve its quality objectives.

Quality-related processes, specifications, and instructions are documented. We have an electronic document management system in place for document handling. Management staff undertake to make the latest versions of relevant documents available to employees and to inform them about their content. Internal communication is facilitated through goal-oriented meetings, group and project work as well as through telecommunications, video conferencing, and the Intranet (DRIVEnet). Preventive measures are in place to ensure errors are avoided in processes.

We regularly provide our employees with information and training to continuously improve quality awareness. Our DriveAcademy® system’s scope of services and qualifications provides an excellent learning environment and serves as an ideal basis in this regard. All employees are encouraged to point out suspect and faulty products or processes. Additional requirements for the quality management system result from product-specific approvals, for example.

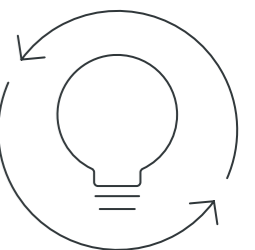
# Quality





We are committed to protecting the **Environment** and using natural resources sparingly.

We ensure efficient use of **Energy** in our products and their production.





## Strategic goals

### Energy efficiency for our customers means:

- implementing products, automation, and services that support their own energy-efficient activities.

### For our company, energy efficiency means:

- using all forms of energy sparingly at our locations and striving to constantly reduce our use of resources.

### Reducing emissions means:

- reducing the amount of solvent flowing into the environment in painting and soaking processes.

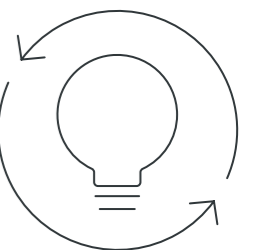
### Protecting soil and groundwater requires:

- safe handling of cooling lubricants and oils to ensure that these materials do not reach the soil or groundwater.

Sustainability is a top priority for our company. Comprehensive environmental protection and the sparing use of natural resources are therefore integral to SEW-EURODRIVE's corporate principles – as well as a requirement for fulfilling ISO 14001 within the defined scope. SEW-EURODRIVE is committed to continually improving internal environmental protection and avoiding environmental pollution.

For SEW-EURODRIVE, energy efficiency is a key element in sustainability – as well as a requirement for fulfilling ISO 50001 within the defined scope. In addition to our environmentally conscious use of resources, we strive for efficient use of energy across the entire product life cycle. Saving energy in all areas and creating energy-efficient products are key company goals.

Corporate management has introduced an effective organization to meet internal energy and environmental goals. We consider energy efficiency and environmental protection to be an important leadership task, which is why we have assigned clear responsibilities in these areas. However, the support of all employees is required to ensure quick and successful achievement of energy and environmental goals. We encourage our employees to save energy, be environmentally aware and act responsibly in their working environment.



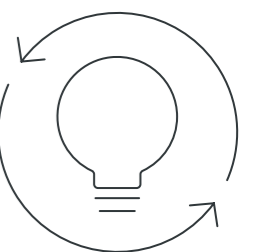


Processes and activities required for energy management and environmental protection are described in detail. We take all measures necessary to prevent and minimize accidents or effects that would result in damage to the environment.

We keep the use of raw and auxiliary materials and operating supplies to a minimum by using them economically. Mindful use of energy and drinking water are of great importance to us as well.

We prefer energy-efficient and environmentally-friendly production processes and products starting with the planning and development of products, automation, and services in order to avoid or reduce solid and liquid waste or emissions. We recycle production residues or dispose of them in an environmentally-friendly manner. We also make a point of selecting packaging that conserves resources.

We naturally pledge our commitment to comply with all energy and environmental laws, and all binding obligations and regulations, and to observe generally accepted codes of practice. We require our suppliers to be just as conscientious when it comes to the environment and saving energy.





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## Strategic goals

### The prevention of work-related accidents and the protection of the environment mean:

- eliminating or at least minimizing avoidable hazards and risks through measures to protect the health of employees and to prevent accidents at work.

## Occupational health and safety

We place particular value on health and safety at work and observe the ISO 45001 requirements.

Management has overall responsibility and accountability for the prevention of work-related injuries and illness, as well as providing safe and healthy workplaces and activities. This mandatory requirement is fulfilled by providing appropriate conditions. The managers of the respective organizational units are obligated to independently implement the requirements for the individual departments. These include the fulfillment of legal obligations and other requirements as well as the obligation to eliminate avoidable hazards and to minimize risks.

Not only do we aim for continuous improvement, we strive to support and monitor the employees and their representatives with regard to the implementation of health and safety measures at work. We benefit from the knowledge and experience of the occupational safety specialists and the company medical officers in this regard.

To effectively prevent and minimize work-related accidents and health problems for our employees, our in-house guidelines go beyond the occupational health and safety requirements laid down by law. Hazard assessments are performed to determine risks and derive any measures that must be implemented. We regularly inspect work equipment and systems that require monitoring or inspection. Hazardous substances are subjected to avoidability tests prior to use, and only target-oriented substances with the lowest hazard potential for humans and the environment are used.

# Safety





### Functional safety

Drive technology products and system solutions are being used increasingly in areas where people live and work. SEW-EURODRIVE develops, produces, and sells products and system solutions with functional safety features and offers supporting services. Effective functional safety management supports consistent compliance with IEC 61508 and IEC 61511 standards within the defined scope. This involves describing the necessary processes and documents.

The Corporate Safety Guideline describes all management activities that are to be implemented for the purpose of functional safety. Product and project-independent experts monitor adherence to functional safety requirements for the products and services being developed. An appropriate training program ensures that employees have the necessary qualifications.

### Product security

SEW-EURODRIVE's high quality standards also apply to product security, which is ensured throughout the entire product life cycle in the respective processes. Security-relevant SEW-EURODRIVE products and purchased parts are subject to requirements in accordance with the IEC 62443 series of standards.

A product security management process supports employees in implementing these requirements and monitors compliance with the necessary processes.

# Safety





## Information security

The Information Security Management System (ISMS) ensures that information security at SEW-EURODRIVE is defined, controlled, monitored, and maintained in a consistent manner. To protect and secure data, we have comprehensive safety measures in place with a clear focus on confidentiality, integrity, and availability. The measures are transparent and quantifiable, and they comply with international standard ISO/IEC 27001.

The Security Policy describing and defining the requirements focuses on the following issues:

- Access control and building security
- Data protection and data security
- Protection of documents and information
- Contingency plans
- Personal aspects

Documentation exists for specific security goals, risk analysis, recording of ISMS measures, documenting security incidents, and a complete description of processes.

# Safety





**SEW**  
**EURODRIVE**

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