



**SEW-EURODRIVE's
Corporate Principles for**

**QUALITY
ENVIRONMENT
ENERGY
SAFETY**

SEW-EURODRIVE'S CORPORATE PRINCIPLES



We affirm our commitment 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
manufacture.



We place particular value on
**OCCUPATIONAL HEALTH
AND SAFETY**

to effectively prevent or reduce
work-related accidents and
health hazards.



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.
INFORMATION SECURITY

ensures the continuity of our
commercial activities and protects
our innovations and processes.

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, our employees and other interested parties.

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Dr. Jürgen Zanghellini
Managing Director
Finance

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 tools are used across systems.

The effectiveness of the SEW-EURODRIVE management system and compliance with the relevant management system standards are regularly assessed using internal and external audits. Demand-oriented measures are implemented, and we harness potential for improvement to achieve ongoing further development.

OUR CREDO

We at SEW-EURODRIVE ...

- ... want to contribute to SEW-EURODRIVE remaining an independent, international, family-run company.
- ... are committed to qualification/training, motivation and a sense of belonging throughout the company.
- ... undertake to ensure open and honest communication in order to create a positive company atmosphere.
- ... support continuous improvement in our performance through creativity and a team spirit.



... see internal and external customer orientation as the basis for long-term success.

... focus on market needs and promote innovations so as to safeguard our leading position amidst growing international competition in the drive engineering sector.

... acknowledge that quality is a key factor in all areas and functions.

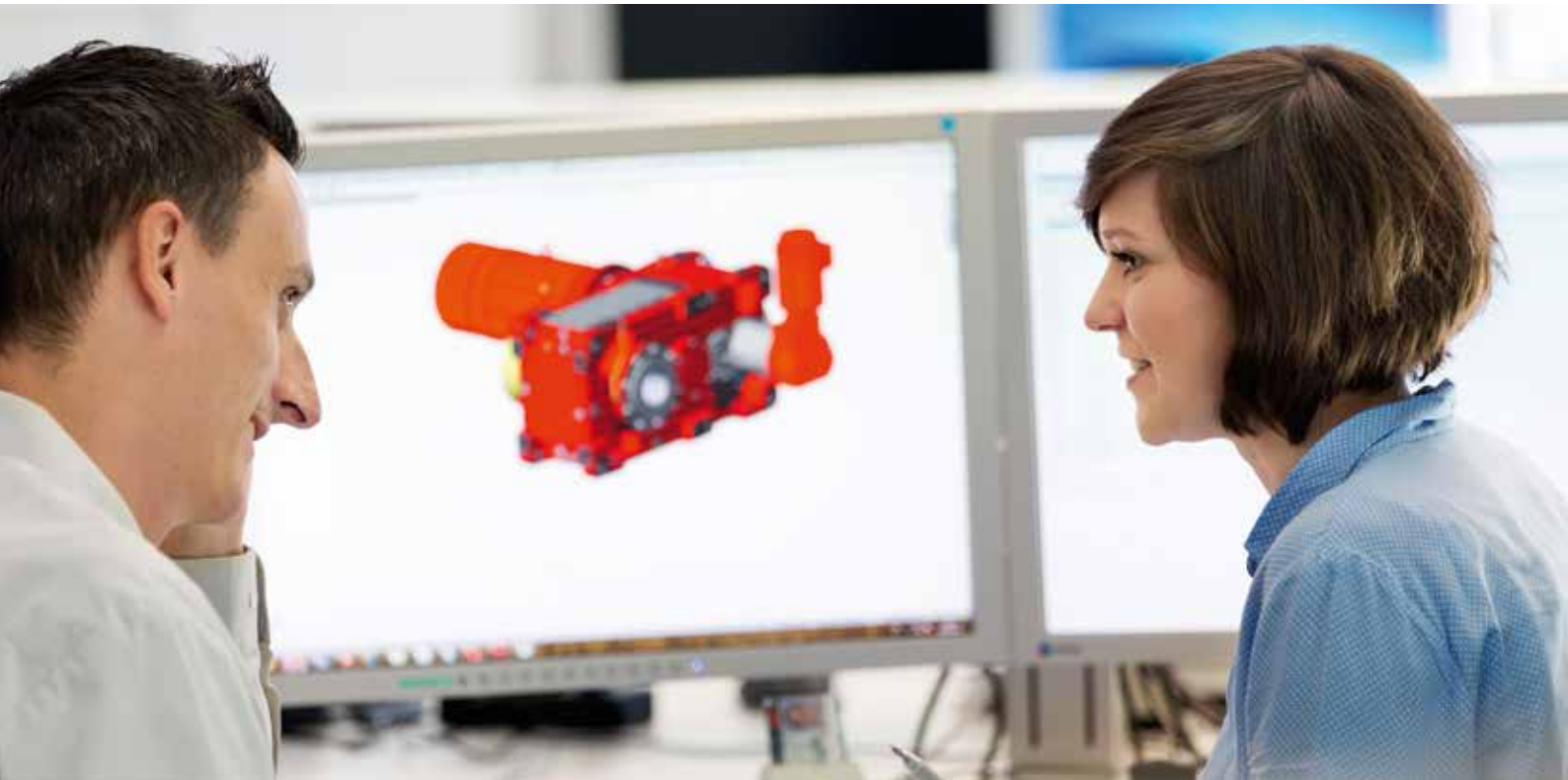
... act in a cost-conscious manner by optimizing the use of available funds and avoiding waste.

... base our organizational structure on business processes that are in line with changing demands.

... seek to generate sufficient profits to safeguard our jobs.



QUALITY



- Our actions reflect our goal of zero defects. Our effective quality management system meets the requirements of ISO 9001, helping us among other things to boost customer satisfaction.
- The corporate management team is committed to compliance with applicable requirements and the ongoing improvement of the quality management system, and has introduced an effective organizational structure to achieve its quality objectives.
- We conduct regular internal and external audits to ensure the effectiveness of our quality management system, and make continuous improvements based on the results of these audits.
- Quality-related processes, specifications and instructions are documented. We have a 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.



- Goal-oriented meetings, group and project work, telecommunications, video conferencing and the intranet (DriveNet) all support internal communication.
- Preventive measures are in place to ensure errors are avoided.
- 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.
- Activities such as product-specific approvals result in additional requirements for the quality management system.
- A fully manned and well-equipped TestCenter, set up in accordance with the "General requirements for the competence of testing and calibration laboratories" (ISO/IEC 17025), is available for verifying products and solutions.



ENVIRONMENT AND ENERGY



- 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 being a requirement for complying with ISO 14001 within the defined scope. SEW-EURODRIVE is committed to continually improving its environmental protection performance and avoiding environmental pollution.
- As SEW-EURODRIVE sees it, energy efficiency is a key aspect of sustainability as well as being a requirement for complying with ISO 50001 within the defined scope. In addition to conserving resources with an eye to the environment, we endeavor to use energy efficiently throughout the product life cycle. Saving energy during production and creating energy-efficient products are key company goals.
- The corporate management team has introduced an effective organizational structure to meet internal energy and environmental goals. We consider energy efficiency and environmental protection to be important leadership tasks, 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.



Primary energy and environmental protection goals

With regard to our customers, energy efficiency means

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

With regard to our company, energy efficiency means

the efficient use of electricity and gas in our own production facilities, constantly striving to reduce resource consumption.

Reducing emissions means

cutting the amount of solvent entering the environment during painting and soaking processes.

Protecting soil and groundwater requires

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

- 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 consumption of raw and auxiliary materials and operating supplies to a minimum by using them economically. Mindful use of energy and drinking water are also of great importance to us.
- Starting with the planning and development of products, solutions and services, we give preference to energy-efficient and environmentally friendly production processes and products 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.
- It goes without saying that we are committed to complying with all energy and environmental laws as well as all binding obligations and regulations, and to applying generally accepted codes of practice.
- We require our suppliers to be just as conscientious when it comes to the environment.



SAFETY



Primary occupational health and safety goals

Preventing work-related accidents and looking after employees' health means:

eliminating, or at least minimizing, avoidable hazards and risks by taking measures aimed at safeguarding employees from work-related accidents and protecting their health in the workplace.

Occupational health and safety

- We place particular value on health and safety at work and comply with the requirements of ISO 45001.
- The corporate management team has overall responsibility and is accountable for preventing work-related injuries and illness, and for ensuring safe and healthy workplaces and jobs. This mandatory requirement is met by providing appropriate working conditions. The managers of the respective organizational units are obligated to independently implement the requirements relating to the individual departments. These include fulfilling legal obligations and other requirements as well as the obligation to eliminate avoidable hazards and minimize risks.
- Other occupational health and safety obligations include ensuring continuous improvement, and consulting and involving employees and their representatives. We benefit from the knowledge and experience of our occupational safety specialists and company medical officers in this regard.
- To effectively prevent or 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 need to be implemented. We regularly check equipment that needs to be inspected and systems that need to be monitored. Hazardous substances are subjected to avoidability tests prior to use, and only substances specifically designated as presenting the lowest hazard potential for humans and the environment are used.



Functional safety

- Drive engineering products and solutions are increasingly being used in areas where people live and work. SEW-EURODRIVE develops, produces and sells products and solutions with functional safety features and also offers supporting services. Effective functional safety management supports consistent compliance with IEC 61508 and IEC 61511 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/project-independent experts monitor compliance with functional safety requirements for the products and services to be developed. An appropriate training program ensures that employees have the necessary qualifications.

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 security 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
 - Protecting documents and information
 - Contingency plans
 - Employee-related aspects
- Documentation exists for specific security goals, risk analysis, ISMS measures, security incidents and complete process descriptions.

