

# COMPANY PRINCIPLES

## **MAMMUT-WETRO** Schmelztiegelwerk GmbH

Our company is customer oriented and strives for an open and trustful cooperation between all employees. Our objectives are satisfied customers and capable staff well integrated in the company. In order to achieve these objectives we act and decide according to the following principles:

1. Our company's mission and intention are the production and distribution of high-quality and uniform crucibles. We work according to the rules of the quality management system DIN EN ISO 9001 : 2015. Our levelling boards are our customer's technical as well as economic requirements. We intend to build a marketable and competitive company. We are committed to social responsibility and to job security.
2. The management feels equally committed to customers, staff and environment. Respecting each staff member's dignity and rights is our basic principle. We demand and support the performance of each individual. Our employees are polite and courteous.
3. Our strategy has a long-term orientation. It includes service and technical solutions for our customers. Our company should be respected for reliability, adherence to delivery schedules and extraordinary quality.
4. The management is obligated to communicate to the staff the importance of fulfilling the customer's demands as well as legal requirements.
5. We operate worldwide and represent Germany. We strive for fair cooperative relations with our business partners. Market changes and challenges are faced by us in a flexible, innovative and competent manner.
6. We understand the development of our products harmonized with environmentally sound solutions and processes.
7. We shape the growing together in Germany together with our parent company.
8. MAMMUT-WETRO is a reliable partner and employer in our region.