

**DOC 1-1.10: Company Policy of**  
**Status: 04/28/2020 Neumayer Tekfor Rotenburg GmbH**

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Purpose:	Definition of corporate goals
Other applicable documents:	Integrated management handbook

**We**, Neumayer Tekfor Rotenburg GmbH, as manufacturers of original parts for the automotive and consumer goods industries with the processes cold forming, machining, heat treatment and surface treatment, herewith declare:

**We** consider it our task to manufacture our products with the appropriate use of resources such as raw materials, water, gas and electricity.

**We** commit ourselves to complying with the usual or agreed upon customer requirements and the requirements of the parties involved with regard to the technical, legal and other specified requirements concerning safety, health, the environment and quality. We take account of these requirements when addressing energy and environmental issues.

**We** commit ourselves to the use of preventative technologies for error avoidance, the prevention of negative environmental effects, the reduction of health and safety risks and support the procurement of energy-efficient products and services that have an impact on energy-related performance.

**We** commit ourselves to the continuous improvement of our systems, processes, products and services, to the reduction of environmental and energy resources, and to the improvement of the quality standard for error avoidance. We motivate our employees with regard to this in order to tap this potential.

**We** have the goal of exceeding the expectations of our customers every day with regard to quality, logistics and customer service.

**We** commit ourselves to keeping our company profitable by avoiding waste.

**We** treat our customers and employees openly and respectfully so that we can lastingly improve aspects from the areas of quality, the environment and occupational safety.

**We** ensure that our employees are supplied with the necessary resources to reach our operational and strategic objectives, including objectives concerning the production of zero-defect parts.

**We** are committed to help our employees in striving to perform their duties according to the highest social and ethical standards of honesty, integrity, accountability, confidentiality and independence. Each employee has the possibility to report social and ethical risks like corruption and discrimination to her / his direct supervisor who will organize the elimination of these risks together with the local HR department (our whistleblowing policy).

Rotenburg a. d. Fulda, April 2019

Jürgen Engel  
Plant Management

Romina Grasso  
Energy, Quality and Environmental Representative