



Our Values & CSR-Guidelines



Ecology

Consumer concerns

Fair Operating and Business Practices

Social

Human Rights

Environment

Economy

Fair Labor Practices

Community involvement and development

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1. COMPANY PORTRAIT

1.1. OUR HISTORY

The history of our family business dates back three generations to the year 1939. We profit from more than 80 years of experience in complex metal machining and we expand our application-specific high technology know how every day. This decades long experience and the comprehensive expert knowledge of our employees and our processes are the basis for our success.

1.2. OUR BUSINESS SEGMENTS

In our business areas mold and plant engineering as well as automation technology, we support our customers with professionalism and high operational readiness from the request for quote to the final delivery. First class quality and adherence to delivery dates are most important to us.

We are also pleased to provide our expert knowledge for the component design to be able to be as close as possible to our customers and to provide optimal consultations. This as well as the quality assurance and the change management are our understanding of full service in the sophisticated mold design.

We focus on complex molds for special product groups in the automotive industry. Molds for sophisticated loudspeaker grilles as well as complex fabric back injection molds including the peripherals or PMMA pillar covers are our core competences in this business segment. For our customers, we aim at total life time costs (TCO) that are as low as possible. Therefore our employees are more than 100% thorough and work closely together hand in hand.

In the plant engineering segment, we offer our customers the development and the construction of entire systems as well as the production of components, individual and spare parts for such systems.

In the automation technology segment, we focus on the peripheral equipment for the injection molding process and offer our customers an integrated development process following the motto: Everything from a single source! As experienced mold designers, we start with the development of the automation technology and at the same time we start the injection molding technology and therefore save our customers additional island solutions.

1.3. OUR VISION AND OUR VALUES

Vision 2025

“We always offer our customers the best solution on the market in our core competencies!
We are the market leaders in quality!”

“We will always be an economically strong and independent family-run business.”

Our values

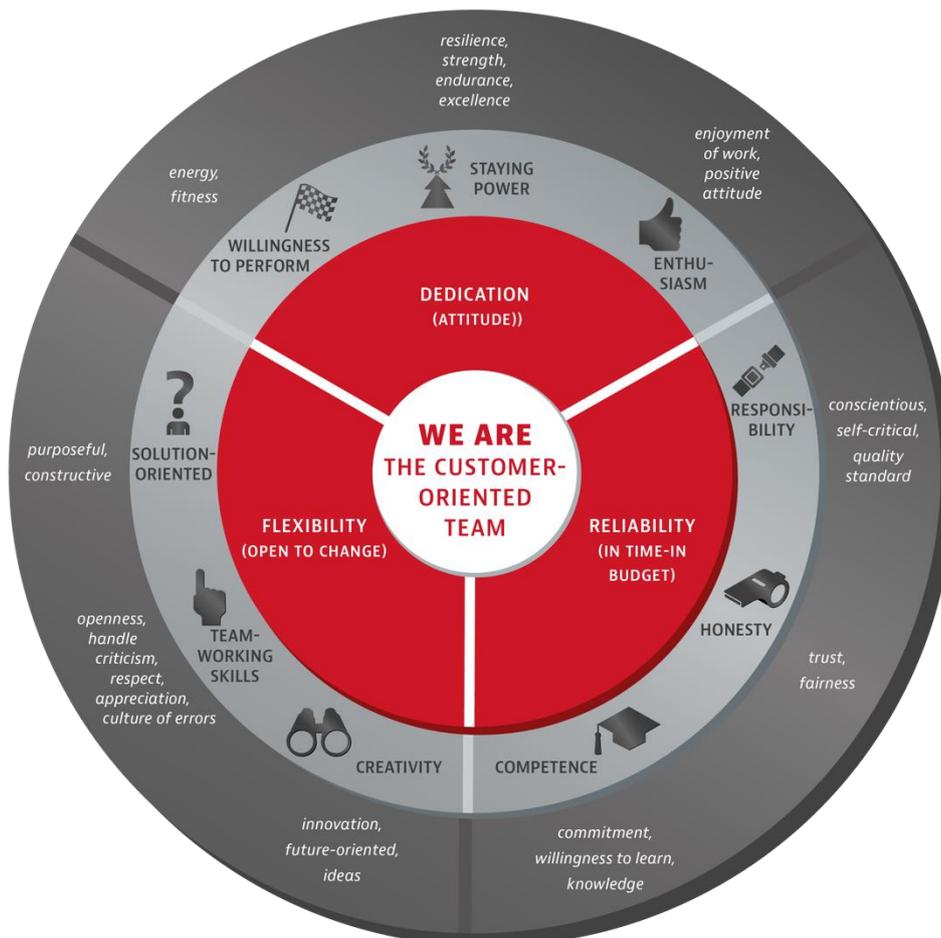
We make technology sympathetic!

We are more focused than others!

We can also say NO!

We follow through with what we promise!

We are Tyroleans... that makes us unique!



1.4. OUR QUALITY MANAGEMENT

We place the highest priority on quality and reliability. Therefore, all of our processes are certified in accordance with ISO 9001:2015.

All of our injection molding dies are now CE certified. The CE certification documents verifiably the adherence to all relevant legal regulations in connection with the EU machine directive. This provides an additional verification - clearly visible to the outside world - for our qualitatively high-value premium industrial products. We therefore offer our customer additional security, not only internally but also and especially with respect to their customers.

In addition, we obtain annually through a third party a quality seal that confirms our reliability and performance. The credit rating certificate provides our customers and suppliers the opportunity to review current and reliable commercial information about our company.

Our education offering for our apprentices in the area of office clerk, metal technician for die design systems and designer for die design was awarded with the seal of approval "Outstanding Tyrol teaching program" by the state of Tyrol. It emphatically documents and appreciates the quality of our educational offering and the efforts of our apprentice trainers in these areas.

In addition, we like to cooperate based on partnership. This is the reason why we are founding and premium partners of Aachener Werkzeugbau Akademie (WBA) [Aachen die design academy].

2. OUR CSR GUIDELINES

We are aware of our responsibility for the country, the environment, our business partners, employees and customers. Social, ethical and ecological standards are part of all our decisions and they are subjected to a continuous development process.

Sustainability means for us a long-term, responsible business management and that our customers, suppliers and employees can benefit from our growth. The challenges are immense and include the climate change, resources availability, demographic development, a far-reaching value change in society, digitalization and a growing social inequality.

Since 2017 we have been committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labour, the environment and anti-corruption. Thus, we are part of the world's largest corporate responsibility and sustainability initiative which has the aim to realise the vision of a more sustainable and inclusive global economy.

We focus on the major subjects and declare voluntarily the following obligations and declarations in dependence on the core issues of ISO 26000:2010 to be able to pursue our objectives forcefully and focused:



2.1. LABOR PRACTICES

2.1.2. Working time

The working time is at least in accordance with the national legal regulations or the minimum standards of the respective national economic areas.

2.1.3. Vocational and further education

We focus especially on the vocational and further education of our employees with the objective to anchor – through a joint understanding and the respective behavior – the customer orientation, the environmental and safety awareness as well as the awareness for the social responsibility of the company towards society.

2.1.4. Communication

We communicate our guidelines openly to our employees and suppliers to let the social, ethical and ecological measures jointly established by us penetrate all of our processes.

2.1.5. Laws and regulations

The respectively valid laws, regulations, guidelines, standards and conventions of the countries in which we are active are strictly observed and adhered to for all business actions and decisions.

2.1.6. Safety and health

We ensure a safe and healthy work environment. This assumes the strict adherence to safety regulations and methods. Systematic observation and responsible handling of hazardous situations increase the awareness of our employees for occupational safety and strengthen the preventive effect of the measures for accident prevention. Our objective is an annual reduction of work accidents by at least 10%.

Our safety representative as well as the health and safety officer and the work health professional check frequently the working conditions at the respective work places. To further improve the work quality, we pursue an additional reduction of physically stressful work in the company. Specifically, we pursue a reduction of injuries due to heavy work and strain by 10%.

2.1.7. Compensation

The compensation including wages, overtime and fringe benefit is provided at least in the amount specified in the valid laws and regulations or it is higher. The compensation paid for the full employment must be adequate to satisfy the basic needs of our employees. The compensation will always be paid on time at the agreed date.

2.2. FAIR OPERATING PRACTICES

2.2.2. Anti-corruption, fraud, money laundering

We reject corruption, bribery corruptibility, granting undue advantages in accordance with the respective UN convention and support in a suitable manner transparency, integrity related actions, responsible management and control in the company.

Adherence to a transparent and fair behavior on the market has highest priority for us. A restriction of the free competition as well as violations of a competitive or antitrust nature are not in accordance with our company philosophy and culture and not in accordance with our self-conception.

Fraudulent acting and money laundering are also not compatible with our company values. Therefore, we are committed to reject any funds from an unexplained source.

2.3. CONSUMER ISSUES

2.3.2. Data security of our customers & employees / confidentiality / discretion

We obligate ourselves to protect the data of our customers and to protect the data, which relate to our products and which are used by our customers as well as the data of our employees. The data security of our customers is of highest priority, also beyond the GDPR. This also includes that we treat the data and information that affect our customers in any way strictly confidential and that we request this confidentiality, if required, also from our suppliers. Last but not least, this also means that we do not talk about our customers. Therefore, we have included this also in our vision.

2.3.3. Marketing and advertising

Our actions are characterized by openness and honesty and we transfer this also to our activities in marketing and advertising. We do not promise everything, but we want to keep our promises if we promise something. This is the reason why we reject deceptive advertising.

2.4. THE ENVIRONMENT

2.4.2. Green IT

In the area of information and communication technology, we are always aiming to reduce the energy consumption, the waste heat and the hazardous material emissions during use as well as the use of physical instead of virtual servers. Furthermore we ask our employees to reduce the number of unnecessary printouts.

2.4.3. Sustainable procurement

We acknowledge that materials made from recycled materials provide a sustainable contribution to the maintenance of an environment worth living in. Therefore we commit to a sustainable procurement.

2.4.4. Environment and waste management

We use environmentally friendly methods and improve these continuously. We fulfill the regulations and standards for the environmental protection and handle the natural resources

responsibly. Waste separation and recycling are self-evident minimum requirements, whereby we cooperate only with certified waste management companies and the waste separation is guaranteed during the operational workaday life by the person responsible for the respective waste type.

To act climate protecting is a continuous sequence of large and small decisions, for example, to inspire our fellow human beings to also make intelligent climate decisions, such as the continuous reduction of the water and energy consumption.

We also focus on the lowering of the energy and fuel consumption, on one hand by appropriate training and on the other hand, for example, by focusing on a low CO₂ emission (ideally below 130 g/km CO₂) when we purchase new company vehicles.

In detail, we focus on the consumption of the following energy resources, whose continuous reduction we aim for as follows:

Consumption type	Reference	Reduction target per year in %
Electricity	kWh / € 1,000 sales	2
Heating oil	l / qm	2
Fuels service veh.	CO ₂ fleet average	3
Water	l / € 1,000 sales	2

In addition to the continuous monitoring of the energy resources that we need, we also monitor our waste management continuously. In doing so, we attempt to reduce the waste volume caused by our operational activities. Of course we know that the waste volumes produced as part of the metal-cutting production (milling, turning, drilling, grinding, etc.) are subject to strong production variations and their reduction cannot seriously be planned because the produced volume of chips depends in detail on the geometry of the work piece to be produced, the steel type and the selected tool. This means that there is a major difference to series production manufacturers who can operate easier in this area.

Nevertheless we only use machines in production that are in accordance with the state of technology, however, as a prototype manufacturer we have little influence on what we have to produce in the future using a metal cutting production.

Despite the above, we monitor the production of the following waste volumes that are produced continuously in the company and whose reduction we target permanently.

Waste type	Volume in m ³ /pickup frequency	Reduction target per year in %
Remaining waste	m ³ / week	2
Paper	m ³ / week	2

Cardboard boxes	m ³ / week	2
Plastics	m ³ / week	2

2.5. HUMAN RIGHTS

2.5.2. Child labor

Child labor is prohibited. The minimum age for the admission for employment in accordance with the government regulations will be observed, child labor is not used.

2.5.3. Nondiscrimination

Fairplay, respect and integrity are the basis for our company. Ethical acting also means to protect the human rights. And it also means to not only to assume the responsibility for our colleagues, but also be a good example whenever we are active.

We do not tolerate any form of discrimination and support equal opportunity as well as equal treatment, independent of skin color, nationality, social upbringing, possible disabilities, sexual orientation, political or religious convictions as well as gender or age. The personal dignity, privacy and the personal rights of each individual will be respected and they are inviolable. As a matter of principle, employees will be selected, employed and advanced based on their qualification and their capabilities. A debased treatment of employees through, for example, physical cruelty, sexual molestation, etc., will not be tolerated.

A legally established rate exists for the integration of persons with disabilities, however, this is not used as limit. Since we do not tolerate any discrimination, the working conditions are adapted to the requirements of the individual person and the person will be integrated completely in the everyday work. As far as possible, open positions will be filled with persons with disabilities. Therefore, we employ more persons with disabilities than the law requires.

2.5.4. Freedom of assembly

We recognize and respect the legal right of the employees for the freedom of assembly and cooperate faithfully and amicably with our workers' council. Therefore we maintain a continuous dialog.

2.5.5. Forced labor

Any form of forced labor including forced labor in prisons and debt bondage must not be used.

2.6. COMMUNITY INVOLVEMENT AND DEVELOPMENT

2.6.2. Customer orientation

Our actions are always customer oriented. The comprehensive quality term includes the quality of the implementation (of the project or the product), on-time delivery, flexibility as well as the technical and economic objective fulfillment. Through our activities we would like to create a

high measure of benefit and satisfaction for our customers and we recognize of course the right of our customer to important product and process information and make the information accessible. Concurrently we also pass on the positive feedback from our customers to our employees.

2.6.3. Supplier partners / partnerships

Reliability is of high value to us. We place the same requirements on our supplier partners that we place on ourselves with respect to our customers. Therefore, it is required that our supplier partners obligate themselves to adhere to our guidelines specified in this document and that they also obligate their suppliers to these guidelines. To guarantee the above, the guidelines specified here are part of our General Purchasing Terms and Conditions and are the subject to frequent supplier audits.

We ourselves also want to be a good partner. Therefore, we like to cooperate based on partnership.

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