

## Quality- and Environmental Policy

### 质量环境方针

#### Customer/客户

Through strong knowledge of customer systems, we offer solutions that generate added value. We strive for market leadership in all of our business areas./通过对客户系统深入的了解，我们为客户提供产生附加价值的方案。我们力争在所有的业务领域处于市场领导地位。

#### Processes/流程

We work according to documented processes and procedures that enable us to meet the requirements of our customers, the authorities (legal requirements) and the public. The continuous review of our processes, their adaptation and optimization is self-evident for us and is the basis of our integrated management system for quality, environmental protection and workplace safety./我们根据文件化的流程和程序工作，确保我们能够满足客户、政府（法律）和公共的要求。我们的流程不断地被审核，它们的调整和优化对于我们是不言而喻的，是我们质量、环境保护和工作场所安全的综合管理系统的基础。

#### Quality/质量

We strive for 0 errors in our processes, products and services. Every employee is responsible for this and ensures it through the fulfilment of his or her daily tasks./在工艺流程、产品和服务中，我们努力做到零失误。每一位员工都要为此负责，并且通过完成他们的日常工作来确保这一点。

#### Innovation and Technology/创新和技术

The continuous improvement process is the tool by which we may implement and continuously develop the Seitz value-added process. Technical innovations are the basis for our product and technology leadership./持续不断的优化是我们得以持续发展 Seitz 增值流程的工具。技术创新是我们产品和技术领先的基础。

#### Employees/员工

Our employees are our most important asset. They guarantee functioning processes and their ongoing development. Occupational health and safety are self-evident to us. A performance-oriented remuneration creates the prerequisite for personal commitment./员工是我们最重要的资产。员工保证了流程的运作及其可持续发展。保证职业健康和安全的对我们来说理所当然。以绩效为导向的薪酬是创建个人承诺的前提。

A good operating climate, ergonomic workstations and an improvement suggestion system have a supporting function. We use the individual skills of our employees in a targeted way and develop them through training courses./ 一个好的操作环境，符合人体工程学的工作站和改善建议制度都具有支持作用。我们有针对性地运用员工的个人技能，并且通过培训课程来发展他们。

#### Management/管理层

Our executives are a model for their employees. They are able to set clear goals and make decisions. They communicate in the clearest, most direct possible way and support their employees in achieving their goals. Openness, transparency, mutual appreciation and regular sharing of information are the basis for this./ 我们的管理人员是雇员的模范。他们能够设定明确的目标并且做出决定。他们以最清晰、最直接和最可能的方式来沟通，并支持员工实现目标。公开、透明、互相尊重和定期分享信息是这些的基石。

#### Environmental Protection/环境保护

In the development and manufacture of our products the avoidance of environmental pollution and the careful handling of resources is self-evident. We act eco-efficiently and optimize our processes to minimize emissions. We have defined goals, which are continually reviewed and further developed, as a basis for continuous improvement./ 在开发和生产我们的产品过程中，避免环境污染和谨慎处理资

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源是不言而喻的事。我们通过有生态效率的活动和优化工艺流程来实现排放最小化。我们确定了目标并且这些目标不断地被审核和进一步发展，以此作为持续改进的基础。

### Product safety/产品安全

We offer products that guarantee customers the same uniform standard of environmental protection and safety throughout the world./ 我们承诺提供给全球客户的产品具有一致的环保和安全标准。

Wetzikon, 15 February 2017/ 2017年2月15日, 瑞士 Wetzikon

A handwritten signature in blue ink, appearing to read 'Andreas Steiner'.

Andreas Steiner  
CEO