

## Quality- and Environmental Policy

### Customer

Through strong knowledge of customer systems, we offer solutions that generate added value. We strive for market leadership in all of our business areas.

### Processes

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

### Quality

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.

### Innovation and Technology

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

### Employees

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. A good operating climate, ergonomic workstations and a 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.

### Management

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.

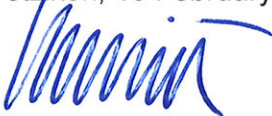
### Environmental Protection

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.

### Product safety

We offer products that guarantee customers the same uniform standard of environmental protection and safety throughout the world.

Wetzikon, 15 February 2017

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

Andreas Steiner  
CEO