



we are the wave –
excellence in high frequency

COMPANY POLICY

„Quality, environmental protection, safety and health protection belong to the self-conception of our company and make a significant contribution to the company’s success”

Health is our most precious resource. Environmental health is an essential part of the quality of life. Reliability, best service and highest quality of our products and services are our growth potential. Hence, customer satisfaction, employee protection and environmental protection are the most important prerequisites for the economic success of our company thereby ensuring secured employment at WORK Microwave. We continuously seek to improve our products and services, environmental protection, occupational health and safety. Our established IT-oriented quality management system supports us in achieving these goals. However, this would not be possible without the necessary commitment of our management team to provide the necessary funds to continuously improve the quality management system.

All managers and employees are always obliged to comply with the legal regulations concerning product safety, environmental and industrial safety in addition to the internal guidelines concerning development and production. In particular, these refer to:

- Meeting the customer requirements and aiming for a zero-defect rate
- The motivation of all employees to optimize tasks and processes and minimize manufacturing costs
- Protecting the environment through an economical use of resources and a continuous usage of environmental-friendly products
- Taking into account environmental aspects when planning new products and when carrying out tasks and procedures
- Preventing or minimizing environmental damage by improving processes and disposal procedures
- Protecting the health of one self and colleagues and preventing workplace accidents and work-related illnesses
- Taking into account the state of technology, workplace medication and the hygiene as well as other known science-related findings when planning equipment and processes and executing tasks

All employees are asked to actively participate in maintaining and improving the quality of products and services, environmental protection, accident and damage prevention and workplace health safety. The management board willingly acts on suggestions for improvements, including improvements to our management system.

Our company policy is a binding basis for the actions of all managers and employees. Its suitability is constantly reviewed and when necessary amended. Anyone, who disregards these basic principles by frivolously, consciously or even deliberately affecting one self's or others health, safety and productivity or the quality of products thereby damaging the company reputation will be held accountable.

Holzkirchen, 01.10.2013

**The Board of Management,
WORK Microwave GmbH**