

Mission Statement Sustainability of Düker GmbH & Co. KGaA (integrated into the Düker organisation manual)

As a company of the foundry and enamel industry, Düker feels obliged to the environment as well as the economic and social needs of their staff and of society. Sustainability is an integral part both of the business culture and of the everyday activities, and is based on the three pillars:

- **Economy** of all activities for securing and development of the company
- **Social Responsibility** to staff, business partners and society
- **Environmental Responsibility** to contribute to the ensuring of a moderate use of all natural resources

Economy

The company's superior goal is to maintain and develop a permanent position on the respective markets – in the interest of owners and staff. This position can only be ensured through adequate profitability and therefore long-term economic success.

Of vital significance for Düker are:

- the securing of a high level of customer satisfaction
- maximum productivity as well as
- staff commitment

to ensure and improve the company's profitability.

Each staff member should be able to play an active and deliberate part for these superior goals inside his or her own field of responsibility.

Social Responsibility

Human rights

Düker engages to respect the international human rights in their sphere of influence and to reject any kind of compulsory or child labour - also from business partners.

Staff behaviour

All staff members on all hierarchical levels and all organisational areas are bound to the basic principle of mutual respect. Discrimination of any kind - due to national origin, colour of the skin, sex, religion, handicap, age, sexual orientation etc. - is in contradiction to the Düker company culture.

All staff members engage not to accept or give any gifts that can lead to conflict of interests. Bribery or attempted bribery, active or passive, are not tolerated by Düker.

Staff management

Düker accepts all staff members' right to an adequate remuneration. The observance of legal regulations and specifications on work hours goes without saying.

All staff members can speak freely of their concerns, formulate suggestions to improve the technical and administrative processes, safety at work and environmental protection in the Düker ideas management DIM, and are entitled to have their suggestions examined and implemented after a positive evaluation.

Furthermore Düker respects all staff members' right to freedom of association.

The continuous increase of safety at work is a declared goal, in order to reduce the work-related injuries and to prevent occupational diseases. A close cooperation between safety committee, Düker ideas management DIM and the responsible company physicians is to ensure this approach.

A scheduled, permanent qualification of staff members regarding professional, methodical and social matters is for Düker a significant investment into the future, in order to be able to respond to the increasing and manifold requirements of the markets and the working environment.

Environmental Responsibility

For Düker, environmental protection is a fundamental obligation on the way to reach the declared company goals, and for each staff member it is an essential aspect of his or her operative activities. In this sense, the preservation of the environment and the responsible use of natural resources are not ends in themselves, but secure the company's future and the quality of life of future generations.

Düker operates two iron foundries and two enamelling shops with the corresponding high use of material and energy, as well as various subsequent production units. From this point of view, economy and ecology are not contradictory, but complementary aspects. The economical, efficient use of natural resources affects directly the company's economic success.

In 2009, Düker took part in the project „ÖKOPROFIT“ of the "Initiative Bayerischer Untermain" (Initiative Bavarian lower Main region) and adjusted their integrated environmental management to the programme's requirements.

- Inventory of existing environmentally relevant material and energy flows
- Deduction of concrete objectives to improve the environmental situation (material and energy)
- Deduction of concrete measures to reach the defined objectives
- Verification of the effectiveness of the measures, evaluation of the degree of achievement of objectives
- Re-definition of the objectives, thus ensuring perpetual improvement and continuous avoidance or reduction of environmental damage
- Observance of all environmentally relevant legal regulations and laws

The details are specified in the corresponding process instruction. Düker intends to continue taking part in this programme in the framework of the ÖKOPROFIT-CLUB.

In order to be able to reach the defined objectives, a close cooperation between the staff members of all areas is indispensable - from innovation/construction through purchasing, all areas of production and sales down to the internal and external service areas.

The periodical appraisal of the effectiveness of the environmental management is controlled together with the periodical internal audits of the certified quality management system as per EN ISO 9001:2008, the documents are controlled there.

Each staff member is responsible for the observance and implementation of this Mission Statement in his or her sphere of responsibility, the management is furthermore responsible for its enforcement.

The Mission Statement is made available to the staff and the public through the Düker Intranet, the Düker web page and the Düker company magazine "Düker-Nachrichten". Furthermore, this Statement is part of the Düker organisation manual.