

Quality, Environmental, Energy and Occupational Safety Policy of the Swoboda Group

Quality is not a matter of course. To achieve it, expertise, innovative spirit and exceptional commitment are necessary. Over the past few decades, we have demonstrated these qualities and set new quality standards regarding the safety, function and comfort of our products. This enables us to guarantee our customers high-quality sensor systems for installation in their automobiles, for the benefit of the drivers, who can rely on comfort, maximum functionality and energy efficiency.

Caused by lived values and a concrete vision, Swoboda has evolved into one of the most successful medium-sized companies. This is based on a company policy, which is oriented towards a long-practiced tradition of quality maximization, sustainability and continuity. The definition of high environmental standards and compliance with all legal requirements are taken for granted.

Quality, development and a business philosophy, which is oriented towards tradition and innovation, are the basis for the performance of each employee. We are all aware that a key for future success is our commitment and the continuous improvement of our skills. Continuous improvement is supported by targets and the review of their implementation. We have determined seven development targets for ourselves.

1. We are a leader in terms of quality

We produce first-class products at competitive costs. In this way, we ensure high customer satisfaction. This quality is no coincidence: passion, care and a "zero error tolerance" regarding our components are an integral part of our requirements. Our suppliers are important partners in this process. Therefore, we expect them to have a distinctive awareness and consciousness of quality.

2. We are a leader in terms of technology

Our success depends on the market. Decisive for this are customer- and problem-oriented developments that drive the "current state of technology". For technological problems, we find solutions that still seemed impossible yesterday.

3. Our work is profit-oriented

We want to achieve profits that ensure the company's growth and our jobs. This enables us to provide the resources that we need to achieve our targets and complete our tasks.

4. We protect people and the environment

Environmental and energy-conscious behavior is a natural part of our work: We reduce the amount of energy as far as possible and conserve our resources. We are committed to preventing pollution. We expect all of that from our suppliers, as well.

5. We work in a safe environment

Swoboda undertakes to comply with the occupational safety requirements, the applicable legislation and all other approved requirements. Managers have a particular responsibility in the implementation process.

6. We are one team!

Skilled, informed and committed employees are the crucial driving force for our common success. The respectful interaction with each other and with our business partners is the basis of great cooperation. Therefore, managers are particularly required to promote team spirit as well as an awareness of performance and quality. The essential principles and basic rules of our actions are summarized in the Code of Conduct of the Swoboda Group and detailed within the Group guideline for integrity behavior.

7. We are the future

Swoboda supports all employees continuously through information and trainings. In this way, we can ensure and expand our success. That is what we are all committed to, because: We are Swoboda!

July 02, 2018

Boardmembers



Clemens Bauernfeind



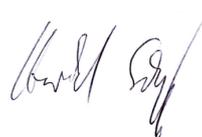
Michael Follmann



Christian Göser



Dirk Müller



Harald Schöpp