

Management policy

for the reflexGroup division

The reflexGroup division has committed itself to creating an environment in which employees, customers and suppliers not only adhere to legal and normative requirements, but also consider themselves partners.

Future viability and sustainability determine all our activities, and therefore, explicitly, our processes and products. The focus is on continuously improving energy-related

performance and increasing energy efficiency.

“Sustainability means remaining persistent and consistent, not being perfect, but striving for perfection.”

With a strong strategic and procedural focus, we are ready to continue on this path together with our employees, customers and suppliers:



In our **innovation development process**, we develop products with a view to increasing the efficiency of overall applications as well as ease of assembly, maintenance and repair. This also includes an intelligent spare parts strategy. We train our customers in our training centre to enable them to get the best possible performance out of our products and thus to achieve maximum efficiency in their applications.



By continuously monitoring production and quality indicators, **we actively manage our processes** and avoid waste. Thanks to the Winkelmann production system and our MES (Manufacturing Execution System) for in-process data acquisition, we can react quickly to undesirable effects.



Through active inventory management and forward-looking planning based on forecasts prepared in close cooperation with our customers, we improve our delivery reliability and increase our flexibility in order to respond to market changes and ensure **product availability**.



Digitalisation is a key cornerstone of our business division. This begins with our communicating system technology with APP operation and extends to complex online configuration and calculation tools as well as the testing of various possible applications of artificial intelligence. Digitalisation improves communication and simplifies numerous processes. This gives rise to our demand for high data security and data protection in order to protect both our own information and that of our stakeholders.



We all commit to protecting the environment, ensuring safe and healthy working conditions for our employees and constantly monitoring compliance with applicable regulations. In addition, we continuously endeavour to improve our **occupational health and safety and environmental protection management**. We monitor and eliminate health risks and involve employees or their representatives in important occupational health and safety issues. We implement additional measures to realise the requirements of the Supply Chain Duty of Care Act (LKSG) in addition to the existing control mechanisms in the procurement processes.



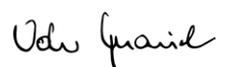
Dr. Sandra Bell,
Chief Executive Officer



Alexander Eick,
Chief Operating Officer



Dr. Christian Gerbault,
Chief Financial Officer



Volker Mauel,
Chief Sales Officer