Sustainable

ASSMANN Sustainability Philosophy, Corporate and Environmental Policies
ECONOMIC EFFICIENCY IN BUSINESS ACTIVITIES

ASSMANN is an independent business operation. Our goal is to achieve sustainable, economically viable growth. For us as a family-run business with 75 years of experience, economic success has always meant accepting responsibility, which we do in many different ways.

ETHICAL PRACTICES

We comply with all relevant local and product-specific requirements prescribed by legal and administrative regulations at the European, national and municipal levels. We categorically reject bribery and corruption, the acceptance or granting of unfair advantages as well as insider trading, and expect the same of our customers and suppliers. We attach great importance to data protection. We respect human rights, protect our employees’ rights at the local, national and global level, and condemn every form of child, forced or bonded labour. We honour the dignity of every human being and take our responsibility for our employees, customers, suppliers, company and environment seriously.

SOCIAL RESPONSIBILITY

Change can only succeed with the participation of everyone involved. We perceive our company to be a responsible member of society, and we contribute actively as an employer, a tax payer and through our corporate citizenship activities. We encourage our employees to do their best for the company, society and the environment every day.

EMPLOYEES – THE PREREQUISITE FOR SUCCESS

At ASSMANN, our employees are our most important asset. Without them, our company could not succeed. We offer our employees safe, attractive and motivating working conditions. To minimise hazards, our workplaces are inspected and evaluated regularly with respect to safety and ergonomics, and are continuously improved. Our goal is to increase and promote the motivation and performance of our workforce by means of a comprehensive healthcare programme. We rely on team spirit, responsibility and decision-making empowerment to ensure that our employees identify completely with the company and its principles. We expect our colleagues to be willing to accept change so that our company can develop and adapt to market requirements. We achieve our corporate goals together by means of vocational training and career advancement measures, open communication and practising our corporate culture both inside and outside the company. Respectful, supportive interaction among the members of the workforce is part of our corporate culture and exemplified by the behaviour of our executives. We have a fair and responsible recruiting process. Everyone at ASSMANN enjoys the same opportunities; discrimination is not tolerated in our company.
PRODUCT RESPONSIBILITY
Our products are part of people’s everyday lives for many years. Our production, sales and customer service have been designed to ensure that our products are manufactured, purchased and used sustainably. A long service life, spare parts delivery guarantees, safe design principles (see GS mark), low-emission raw materials (Blauer Engel – RAL UZ 38 and RAL UZ 117) and the use of recyclable materials make purchasing our products an ecologically and economically responsible decision.

CUSTOMER FOCUS
Only if we know and understand the needs of our customers and integrate them into our daily work can we succeed. We need to be their reliable and predictable partner at all times. We meet the needs of our customers with a consistent market focus, proactive and innovative developments, and quality throughout the entire process chain. We train our customers in the optimum use of our products and inform them as openly and transparently as we can about developments in our company.

RESPONSIBILITY IN THE SUPPLY CHAIN
Our suppliers are deeply integrated into our processes through just-in-time deliveries and warehouse management (inventory minimisation). We work primarily with regional and national suppliers and consistently rely on business relations built on partnership. We maintain a close and regular dialogue with our suppliers concerning the origin of the resources used and how they are processed. Our Supplier Award gives suppliers an incentive to adopt our standards of reliability, quality, pricing and environmental compatibility.

RESOURCE PRODUCTIVITY AND CLIMATE CHANGE
In times of dwindling raw materials, the responsible use of resources and energy is particularly important. We undertake to continuously increase resource productivity and energy efficiency across the entire value cycle, while at the same time avoiding environmental impacts, such as air pollution or hazardous chemicals. For this purpose, we have set up an environmental programme with concrete, quantifiable objectives which we implement systematically. We measure our resource and energy consumption and publish the results together with our environmental programme. We assess the procurement of products and services across the entire anticipated lifecycle and give preference to the most energy-efficient, environmentally friendly solutions. Our system- and process-oriented management approach is based on the ISO 9001 quality management standard, the ISO 14001:2004 environmental management systems standard and the European directive on environmental management (EC Directive No. 1221/2009, EMAS III). We base our efforts to continuously improve energy efficiency on the energy management standards anchored in ISO 50001.

CONTINUOUS IMPROVEMENT
ASSMANN is committed to a process of continuous improvement. We apply the kaizen principle to our processes, quality assurance and product goals. We identify potential improvements in all areas through our suggestions scheme, which awards prizes for employee ideas and implements them. We also explore the current, innovative work systems, techniques and methods associated with new ways of working, so as to use and implement them successfully for the benefit of our customers and colleagues.