



COMPANY GUIDELINE

Safety - Quality - Environment

Since 1947, WEICON GmbH & Co. KG has been producing speciality products for the industry in Germany. The range of products includes special adhesives and sealants, technical sprays and high-performance assembly pastes and greases for all areas of industry - from production over repair up to maintenance. Another field of activity is the development, sales and distribution of stripping tools under the brand WEICON TOOLS.

WEICON is a third-generation family business. In order to maintain and to continuously increase the success of WEICON GmbH & Co. KG, the company management has developed the following quality guideline. Our customer and employee satisfaction has been a hallmark and the most important goal of WEICON for more than 70 years.

The management of WEICON is not only responsible for the quality of the products, but also for the continuous improvement of operational environmental protection, the concerns of plant safety and occupational safety.

WEICON runs in Muenster a facility for the storage of hazardous products, which is subject to the stipulations of Hazardous Incident Ordinance due to their nature and quantity. Handling these materials and operating the equipment requires special care in order to avoid adverse effects and serious danger for the company, employees, neighbors and the environment.

Safety

In case of an accident, minimizing its effects takes priority over economic goals.

The principles of the safety policy of WEICON GmbH & Co. KG are:

- All machines and systems are operated according to the latest state of technology.
- All potential dangers are sought out actively and evaluated. Based on these activities, measures are derived to prevent accidents and minimize their effects.
- All machines and systems are inspected and maintained regularly and potential defects are eliminated immediately.
- All actions and measures taken comply with legal regulations (especially the Federal Immission Control Act).
- All employees are chosen specifically for their task as well as qualified and trained continuously.
- The constructive cooperation with the authorities is always a priority.
- Safety precautions are actively taken for a case of emergency.

Every employee is instructed actively to comply with all safety regulations and to report potential ways of improvement or defects immediately.

QUALITY

Customer satisfaction

We see our customers as partners. Their requirements are our daily motivation for developing high-quality products and services from one single source. We gladly take on the market's growing and changing challenges. With our employees' technical and chemical expert knowledge, we always find a technical as well as commercially viable solution. Whether for our customers in Dubai, Dublin or Duesseldorf – our company's success largely depends on our customers' satisfaction.

Continuous improvement

Who stops improving, has already stopped being good. According to this motto, our goal is to continuously improve and optimize our employees, products and processes. This optimization enhances the quality of our products and services, maintains our competitiveness and continuously improves customer satisfaction. Moreover, we are well prepared for future tasks and challenges and can respond to them quickly.

Employees

Our employees' professional qualification is one of the hallmarks of WEICON and a key requirement for our success. Our goal is to always keep our employees informed and to provide them with further training in internal and external training courses. Continuous improvement is ensured by the constant definition of goals in the individual departments. The goals are set during team meetings, which are held on a regular basis by the respective department manager.

Our quality and corporate policy is open to all of our employees and also to the public, as it is accessible on our website. If there are any questions, our employees in the department for quality management are always happy to answer them.

Management

Changes are part of the business. We continuously adjust our quality management to the changing requirements of customers and companies. Our corporate goals are defined in consideration of the data and findings determined by our quality management. That way, we enhance the identification with our quality goals and the sense of responsibility of every manager within our company. At the department manager meeting, which is held monthly, all managers report on the status of achieving the goals defined at the beginning of each business year.

Growth / market share / profit

It is our goal to be a reliable partner for our customers in finding solutions for their problems by offering innovative, solution-oriented, reliable and technically accurate products. While doing so, we do not only consider economical aspects, but also environmental and health protection as well as work safety aspects. By continuously expanding our internal know-how and innovations, we secure our market share and generate the steady and healthy growth of our company. We enter new markets by launching new innovative products, while always considering and weighing risks against potential benefits.

We see changing markets as chances. We want to take these chances in order to meet our customers' changing requirements and, as a consequence, to increase our market shares, abilities and profits. Our goal is to generate profits, so we can finance our company's growth and the resources needed on our own. We are an independent family business and intend to stay that way in the future.

Handling mistakes

In our company, many tasks need to be performed manually by our employees, as it is necessary for the production of our products. People make mistakes. But people also think things through and are able to recognize mistakes and find solutions. We generally see mistakes as chances to improve, not as problems. Every employee has the right and the obligation to take part in recognizing and improving flawed processes

and products, so we can produce impeccable products for complete customer satisfaction. We pursue any information that might lead to potential sources of error and find the best solution possible together with the respective employees. That way, we aim at avoiding mistakes, so potential errors do not occur in the first place.

Environment

Environmental protection is a core element of the WEICON company principles and of our long-term corporate strategy. It is our goal to use natural resources carefully and to guarantee our customers the highest possible quality of our products. In order to achieve this goal, all products and production processes are evaluated and adjusted regularly in terms of environmental protection and efficiency. That way, we aim at achieving the balance between environmental protection and economic efficiency as well as possible.

Legal regulations

For WEICON, legal regulations are just a start. All our products comply with the legal regulations for environmental protection and work safety, of course. But we go even further. All WEICON products are reviewed and refined by our specialist departments for product safety and product management on a regular basis. During these reviews, in addition to technical and economical aspects, environmental protection is also taken into account. As it is part of the WEICON company policy to think ahead, future legal requirements are also considered.

Environmental protection and work safety

The protection of our customers, employees and the environment is very important to us. For every product which contains ingredients with a negative effect on health and/or the environment, we run tests on a regular basis (as well as before launching a new product) to check, if there is a way to further minimize those negative effects. Environmental aspects as well as product characteristics in terms of user safety also play an important part in the decision, whether a new product is added to the range of WEICON products. We only add products to our range which are safe to use according to the regulations for work safety and environmental protection. If special requirements are needed for the safe use of a product, we will point them out before the product is purchased and inspect them, if necessary. Legally required expertise and permits are present in our company and continuous training is provided.

Avoidance of substances harmful to health/the environment

Some chemical products, e.g. adhesives, cleaning agents etc., contain ingredients relevant to health and the environment, which, however, are of no risk to the user or to the environment when fully cured (adhesives) or when handled correctly (cleaning agents). We avoid these ingredients (SVHC substances etc.) deliberately in our products. Only if there is no other chemical/technical possibility, we use these substances in special products. For these products, special application descriptions are used, warnings of possible dangers are given and further safety precautions are mandatory. Our employees receive special training and instructions by the respective specialist department.

Resources

We use all resources we need for our products, production processes and other areas at WEICON carefully. We employ energy-efficient technologies, machines and working devices, produce eco-friendly power with photovoltaic systems on our production buildings and dispose waste materials according to legal regulations. For new buildings/purchases and also for already existing installations, the best technologies available as well as sustainable construction methods have been used and will be used in the future.

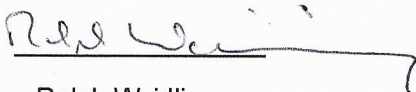
Waste reduction

As we operate worldwide, especially for shipment, a lot of packaging materials are needed. However, we always try to minimize packaging according to legal regulations and try to reduce waste. At WEICON, we generally put a lot of emphasis on waste avoidance. For that reason, we pursue the goal of a "paperless office" by technical upgrading. Chemical waste is brought to a reaction, if possible, in order to facilitate disposal and potential recycling. Waste materials are disposed correctly and traceably according to the waste management company AWM Muenster.

Reusable packaging / emissions

To further reduce waste and emissions, in addition to our range of spray cans, we also offer refillable spray can systems working with compressed air. If technically possible, we also offer low-emission press-pack packaging. Our production and all other departments operate at an extremely low noise level and are also sound-insulated. That way, there are no noise emissions in daily operations

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