

Uebler GmbH Declarations of Commitment

Enterprise-related:

- We maintain strict confidentiality to the outside world in all matters concerning our customers, employees as well as our entire company.
- Fast, unbureaucratic, professional and error free processing of customer requirements, order and procurement processes are important corporate directives.
- We are very serious about our obligations to comply with all legal requirements regarding our service, our products and our entire enterprise. Furthermore, it is very important to us to satisfy all customer requirements. If this is not possible, the required agreements with the costumers need to be concluded to ensure that the goals are achieved to the satisfaction of both sides.
- Avoiding errors takes precedence over rectification. For this reason, corrective measures are always aimed at eliminating the problem and preventing its recurring. Preventive measures are meant to exclude all possible future errors.
- We aim at promoting an open and fair internal communication at all levels, taking into consideration the specific requirements placed on confidential information.
- -The requirements of ISO 9001:2015, IATF 16949:2016 and ISO 14001:2015 represent the framework of the company's quality and environmental policy and must be met and maintained in all areas of the company. The resources required for this are provided by the company..
- The management board annually determines recurring and individual quality and environmental targets which are regularly monitored with the purpose of constantly enhancing corporate processes and services.

Employee-related:

- All employees are instructed and encouraged to contribute their share to the realization of the afore mentioned policy as well as the achievement of the targets and the implementation of the corporate principles by observing the relevant work instructions with the necessary commitment. In addition, our employees are obliged to ensure the maintenance of good order and discipline (punctuality, cleanliness, neatness, reliability).
- Every member of staff has the obligation and the right to report circumstances that have an adverse influence on the quality, environment, safety or health of any employee or service. In addition, each employee contributes to the realization of the company targets in line with their function. Thus, every employee is responsible for performing first-class work and for acting, if required, instead of expecting superiors or colleagues to do so.
- Furthermore, all employees are encouraged to plan and act future-oriented and proactively and to structure the processes and procedures in such a way that premium quality is produced from the very start, instead of having to correct errors with significant costs in retrospect. Every employee is obligated to report near-accidents, health or other potential risks to their superior.
- Each employee is accountable for the safety of their work processes as well as for the protection of their own health. For this reason, each employee is forbidden to consume drugs or alcohol during working hours respectively work under already existing influence of drugs or alcohol.
- Moreover, each employee is obliged to protect other persons as well as all tangible assets held by our company or the customer against loss, theft or willful destruction

The suitability and effectiveness of the company's quality policy and quality management are subject to a review of the management at least once a year.

Uebler GmbH

March 2021



Christoph Bülow