

Corporate Policy

(DIN EN ISO 9001-5.2)
of Engelhardt-Druck GmbH in Nördlingen



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engelhardt etikett

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Approval by the Management

The company policy of Engelhardt-Druck GmbH in Nördlingen applies to the entire organisation and is hereby approved by the management.

This document comes into force with effect from 01.01.2021.

The company policy is binding for all employees working under the influence of the organisation.

Nördlingen, December 2020



Peter Schneider
CEO



Axel Schucht
CTO

CORPORATE POLICY (DIN EN ISO 9001-5.2)

Foreword

We are a medium-sized company, part of the Georgsmarienhütte-based Heiner Brinkhege Beteiligungsgesellschaft mbH & Co. KG, and produce labels for the beverage, food and consumer goods industries at two locations with approx. 380 employees. In recent years, we have strategically realigned ourselves, particularly in our IML market, and in close coordination with the Sales, R&D, Purchasing, Production and, above all, IMS departments, we have defined a strategy and implemented it through a uniform external appearance.

The mergers with Walcher & Rees, Goelz-Druck, Töpfer Kulmbach and Sauter-Druck in the past few years have strengthened our position in the market and today we see ourselves jointly as a full-range supplier.

Corporate policy and corporate goals are defined and set by the management. They are updated, amended or supplemented by them at regular intervals.

The latest version is available via Filemaker. It is trained and additionally published in paper form on the respective information boards of the plants. Publication, preferably in excerpts, is made on our homepage where required.

The company's policy and objectives are binding for the entire workforce and all related internal and external interactions.

The market

The national and international market in the label sector is determined by the capacities of label printers and the concentration of demand on the part of buyers. The price has become the determining purchasing criterion, while high-quality printing and processing expected as a matter of course.

Objective

The quality of all our tangible and intangible services is becoming a cross-company and comprehensive task for all employees. Each employee is responsible for the quality of his or her own work and is called upon to contribute, within the scope of his or her possibilities, to the continuous improvement of our services for our customers, as well as our internal services, where each employee is both a supplier and a customer of services.

We are aiming for a total turnover of € 65 million and a double-digit EBITDA percentage that will enable us to continue to meet financial needs primarily from our own resources and maintain the financial independence of the organisation as it stands.

We are focusing on strengthening our market position in the beer and food segments using innovative, high-quality and environmentally friendly materials and technologies that meet all our customers' needs.

In IML, we are pursuing a consistent growth strategy to expand our market position.

Customer orientation

Customer orientation is the central maxim of our company.

- By intensive customer contact, we continuously determine the needs and expectations of our customers.
- We cooperate with competent and reliable partners and suppliers.
- We offer qualified advice and comprehensive service.
- We determine customer satisfaction and incorporate the results into the continuous improvement of products and manufacturing processes.

Employees

We encourage our employees' motivation, creativity and willingness to learn.

We expect a high level of performance, responsibility and personal initiative from all our employees.

In return, our employees can expect secure jobs and a continuous improvement of the working environment. Appropriate measures for this are a permanent review of the conditions by employees and supervisors. In addition, there are continuous replacement investments, documented in the annual investment budget.

To safeguard the organisation's knowledge, demographic change in particular must be taken into account.

Leaders

We expect from our managers to further develop our leadership thinking. An essential point of this leadership behaviour is, apart from the continuous improvement of quality, hygiene, environmental awareness and energy efficiency, the further development of subordinate managers and the extended involvement of responsibility, but also the analysis of results by our EDP-supported controlling system.

All of this is done in close coordination with the other group members.

Suppliers

Qualified suppliers also contribute significantly to the organisation's results. The demands we place on our suppliers in terms of quality, hygiene, environmental awareness and resource-saving energy use are therefore the same as those we place on ourselves. We therefore maintain a serious relationship with them based on partnership.

Ethics (Code of Conduct)

The organisation is committed to complying with all applicable laws, environmental protection as well as labour law and social requirements and occupational health and safety. We are committed to the values of the FSC in accordance with the "Policy for the Association of Organisation with FSC®".

The organisation lives gender equality in all areas and respects any political, sexual and religious orientation within the laws applicable in Germany. We stand for a zero-tolerance policy towards discrimination, crime, corruption and physical and psychological violence.

We expect the same from our subcontractors, suppliers and their suppliers.

Occupational health and safety

Occupational health and safety is not only to be understood as protection for employees and visitors, but as an important part of an integrated system, because only with functioning and practised occupational health and safety can damage to people and material be avoided. The area of occupational health and safety is therefore another important and indispensable component of our IMS.

Social context

Engelhardt-Druck GmbH is one of the most important regional employers in Nördlingen. We are aware of the responsibility this entails and, within the scope of our possibilities, we want to make our contribution to securing jobs and training places, as well as selectively supporting cultural measures or organisations.

QUALITY POLICY

The QM system is a management tool which demonstrably helps us to implement and constantly develop our quality policy and quality objectives in our daily work. The focus is not on error detection, but on preventive error avoidance as well as sustainable correction of detected failures.

HYGIENE POLICY

In the production of food packaging, the customer rightly expects from us a standard of hygiene that corresponds to the intended use. By the hygiene system in its current form, we have achieved a standard of production safety and product quality that meets expectations.

Compliance with and further development of the applicable standard is indispensable for the continuation of customer relations in the food industry and is therefore the responsibility of every person working under the influence of the organisation.

ENERGY POLICY (DIN EN ISO 50001-5.2)

The management of Engelhardt-Druck GmbH, as an environmentally conscious organisation with the goal of reducing its own energy consumption in a long-term and sustainable manner, hereby declares as mandatory that it operates an energy management system for the continuous improvement of energy efficiency.

The annual improvement of the organisation's energy-related performance is therefore obligatory for us.

The management undertakes to comply with all applicable legal requirements and other requirements entered into by the organisation regarding energy use, energy consumption and energy efficiency.

In particular, we, the management of Engelhardt-Druck GmbH, assure to provide all necessary resources for the implementation of this commitment.

The resources include the necessary personnel and expertise, as well as all technical and financial means. We will also promote awareness and knowledge of energy-saving behaviour throughout the workforce.

The management commits to assess the results of the energy assessment at least once a year and to initiate necessary measures to improve energy efficiency, if financially reasonable.

To achieve our goals, we use the systematics of an operational energy management system according to DIN EN ISO 50001:2018, which is integrated into the existing IMS.

ENVIRONMENTAL POLICY (DIN EN ISO 14001-5.2)

The management of Engelhardt-Druck GmbH is aware of that all activities associated with the development, manufacture and distribution of our products have a direct or indirect impact on the environment. Environmental protection is an important task of the company and therefore the management formulates the following principles of its environmental policy:

The organisation

We have introduced an environmental management system in accordance with DIN EN ISO 14001. By integrating environmental management into our IMS in accordance with the DIN EN ISO 9001 and DIN EN ISO 50001 standards, we emphasise the inseparability of the systems as well as the self-evidence that these issues have in our company. The organisation is thus also facing up to its social obligations.

Engelhardt-Druck GmbH is committed to achieving its economic goals while observing the imperatives of environmental protection.

Our employees

Environmental protection is the responsibility of every employee. By informing our employees, we encourage them to act in an environmentally conscious manner. Qualification and motivation are developed in a future-oriented manner.

Avoiding environmental pollution

We are committed to using natural resources sparingly, especially in the use of materials and energy. To this end, our processes are analysed and improved with regard to their environmental impact. Waste generation is to be gradually reduced with the help of suitable developments and technologies. Non-recyclable waste is to be avoided or at least disposed of in an ecologically sound manner.

Continuous improvement process

Programmes for the continuous improvement of products and processes shall be developed to achieve the environmental goals described.

Involvement of suppliers

We also expect our suppliers and subcontractors to fulfil their obligation to avoid environmental pollution.

Laws and regulations

We are committed to complying with all applicable laws, regulations and other requirements in the environmental field.

Open communication

In the interest of environmental protection, we want to communicate openly with our employees, local administrations, associations as well as our customers and suppliers. In this way, we want to strengthen our internal sense of responsibility for environmental issues and reinforce the image of our organisation as a competent partner to the outside world.
