

## PHILOSOPHY OF THE LEISTRITZ GROUP



We are a ***dynamic, innovative*** and ***reliable partner*** and we strive for a leading global technology market position in relevant sectors of our business operations.

As a partner to our customers we focus on their needs and act dynamically on global markets. We offer innovative solutions for products, technologies and services with a high level of technical expertise and reliability.

Our aim is to sustainably maintain our independence and profitable, organic growth.

The basis for this are our strengths and skills that have been continuously developed since 1905 and our commitment to high values with regards to our customers, employees, environment and sense of ethical responsibility.





## DYNAMIC

- ↗ We are open-minded and everything we do is focused **dynamically** on market requirements. We act quickly and flexibly in terms of customer requirements.
- ↗ We strive for constant development and change, well-considered decisions are made quickly.
- ↗ Every employee is committed to actively shaping continuous change and therefore corporate development.
- ↗ Our drive is to be better and this is the prerequisite for shaping technological change.

## RELIABLE

- ↗ As a technology-driven company we offer our customers **reliability** thanks to top-notch quality and punctuality.
- ↗ We enjoy our work, are consistent and goal-oriented. Working in a team is important to employees and management.
- ↗ Actions based on our values ensure our independence and allow us to operate autonomously.
- ↗ As a result we are a stable partner for our business and social environment. Every individual complies with our Business Code of Conduct. In doing so, loyalty is of great value to everyone.



## INNOVATIVE

- What sets us apart is our great expertise in developing and producing technologically advanced and high quality products and processes.
- Because of our specialization we create unique selling points for our **innovative**, sustainable products and processes.
- We actively shape our company and in doing so place great emphasis on efficiently, systematically and continuously improving processes and the company.
- We strike out in new directions. In doing so we demand and promote a high degree of creativity and willingness to change from our employees.



## COLLABORATIVE

- Fairness, openly sharing information and a personal relationship based on trust with our customers are the foundation of everything we do.
- We treat customers, suppliers and employees **collaboratively**, respectfully and therefore appreciatively, thus ensuring long-term relationships.
- We foster open and personal communication. Every individual identifies with the company's goals.
- Handling resources responsibly determines everything we do on a daily basis. We accept of our social responsibility.

How do I live this in daily business ...

	Customers	Company/ Employees	Environment
DYNAMIC	<ul style="list-style-type: none"> <li>➤ identify and meet customer needs</li> <li>➤ act flexibly and quickly</li> <li>➤ focus on market requirements</li> </ul>	<ul style="list-style-type: none"> <li>➤ strive for well-considered, quick decisions every day</li> <li>➤ actively pursue development and change</li> </ul>	<ul style="list-style-type: none"> <li>➤ be open-minded</li> <li>➤ try to be and become better</li> <li>➤ shape technological change</li> </ul>
INNOVATIVE	<ul style="list-style-type: none"> <li>➤ be technologically advanced with high quality products and processes</li> <li>➤ offer expertise, experience and specialization</li> </ul>	<ul style="list-style-type: none"> <li>➤ be willing to be creative and make changes</li> <li>➤ efficiently, systematically &amp; continuously optimize processes</li> <li>➤ be prepared to strike out in new directions</li> <li>➤ demand and promote a high degree of creativity</li> </ul>	<ul style="list-style-type: none"> <li>➤ gear products and processes towards the future</li> <li>➤ create and develop unique selling points for products and processes</li> </ul>
RELIABLE	<ul style="list-style-type: none"> <li>➤ be punctual</li> <li>➤ supply high quality</li> <li>➤ keep promises</li> </ul>	<ul style="list-style-type: none"> <li>➤ act value-based and thus ensure independent and autonomous operations</li> <li>➤ work consistently in a goal-oriented way</li> <li>➤ like working - in a team with open and loyal conduct</li> </ul>	<ul style="list-style-type: none"> <li>➤ be stable</li> <li>➤ act soundly based on values (according to our Code of Conduct)</li> <li>➤ support our plant locations</li> </ul>
COLLABORATIVE	<ul style="list-style-type: none"> <li>➤ foster personal relationships</li> <li>➤ openly share information</li> <li>➤ be fair</li> <li>➤ work together on a basis of trust for the long-term</li> </ul>	<ul style="list-style-type: none"> <li>➤ treat each other appreciatively &amp; respectfully</li> <li>➤ think and act across all areas of business operations</li> <li>➤ identify with the company's goals</li> <li>➤ communicate openly and personally</li> </ul>	<ul style="list-style-type: none"> <li>➤ handle resources responsibly</li> <li>➤ accept social responsibility</li> </ul>