

GENERAL PRINCIPLES • CORPORATE POLICIES

Company

Company Vogelsang is a worldwide leading provider in the development, manufacturing and sales of machines, systems and components. Founded in 1929 and still managed by the owners, the family business can look back on long years of successful corporate history. Understanding the customers' requirements and then realising them through innovative products has always been and still is of paramount importance. Vogelsang is focussing on pumping-, shredding-, biogas- and slurry-treatment technologies to be applied by industrial undertaking, municipalities and agricultural enterprises. Another field of activity is in removal and filling systems used in railway carriages and road busses.

Vogelsang owns worldwide production-, sales- and service organisations and is aiming to be present on all international markets.

According to our General Principles, application expertise and customer orientation always is in the limelight of our forward-looking activities. By providing high-quality products and competent service, we always strive to exceed our customers' expectations.

From this view, new innovative ideas and concepts are born and then developed and sold as customer-oriented products.

We obligate ourselves to obey statutory and legal provisions as well as to consequently sustainable use of resources. Qualified and motivated staffs do everything necessary to support the Vogelsang success in business. Developing their competences and keeping the working atmosphere transparent and mutually trustful strongly characterises Vogelsang's social commitment.

Cooperation with our suppliers is based on partnership. Like from ourselves, we demand from the suppliers to keep quality standards, stick to the principles of sustainability and obey ethical business principles.

Social obligations towards future generations are taken very seriously by Vogelsang. Strategic decisions are orientated towards future requirements and sustainable target achievement.

Targets

Within the framework of our core competencies, Vogelsang is purposely aiming at developing new markets in order to guarantee insusceptibility to crises as well as future reliability.

Both our research and development activities as well as our strategy to expand towards national and foreign markets have high priority in our daily work. We find our growth strategy strongly supported by innovations developed by our own Vogelsang staff as well as by possible selective acquisitions.

Following these principles, we are continuously working on optimising our products and always adapting them to what both our customers and the markets require – always in line with our approach and motto: **"Vogelsang – Leading in Technology"**



Harald Vogelsang Hugo Vogelsang David Guidez

QUALITY POLICY

Satisfied customers are always in the centre of our quality policy. They would always be willing to recommend Vogelsang products and service to others.

Such aspiration is represented through our quality management system following the DIN ISO 9001 standards which was introduced in 2003, being effective on all company levels and in all kinds of processes.

By process-oriented PDCA procedures (Plan-Do-Check-Act), possible deviations from what is stipulated are made observable; causes of such deviations are examined then eliminated permanently by the implementation of sustainably effective measures.

Customer feedback from practical application leads us to seizing the opportunity to improve our products and procedures on a qualitative level.

The Vogelsang Management is very serious about their role model function. Therefore, high-quality action in everyday cooperation is what we are striving for to get implemented within the staff. Training and professional development are regarded as highly important components of continuous improvement, continually encouraged by the Hugo Vogelsang organisation.

High-quality products, systems and service are always a result of intense cooperation and teamwork. The suppliers and business partners involved are actively integrated in our business processes to avoid any gap to form in our acting.

Periodical monitoring of our quality management system is done by the Management as part of the management Review the results of which are used as a basis for setting the quality objectives for the current fiscal year.

ENVIRONMENTAL POLICY

Whatever our activities in development, manufacture and sales of products and systems as well as in service: environmentally relevant resources are always tied up.

In this spirit, our organisation commits itself in careful and economised resource management.

We consequently observe all environmental laws and regulations concerning our company and always do everything to do even better than the standards.

We intend to support our staffs' environmental awareness. In addition, we engage in open dialogue with interested groups and public authorities.

During the development phase of our products, emphasis is already placed on the material needed as well as on the efficiency of future methods of manufacturing. On top of this, the consumption of energy during operation of the products at the customer environment is always regarded as an obligatory object of reflection.

The Vogelsang organisation periodically determines and evaluates all significant environmental aspects under the provision that the environmental burden be lowered continuously as a consequence of new objectives established on an annual basis.

Suppliers as well as partners in business are actively encouraged to orient themselves to the Vogelsang Environmental Policy. This way, consistency of all relevant environmental objectives is intended to be achieved.

The Management is continuously involved with the organisation's environmental performance, deducing actionable performance measures for the respective fiscal years.

SAFETY AND HEALTH-CARE POLICY

Daily health and safety of our personnel are always of great importance in the Hugo Vogelsang Maschinenbau GmbH safety and health-care policy. Hence, safety at work is an integral part of all operational procedures.

Our organisation obligates itself to keeping all relevant labour protection laws, regulations and standards.

Furthermore, we are always striving to rig all places of work in a way reducing to a minimum any danger of accident or any health risks our staff might face.

Inside the Vogelsang organisation, safety and health care are regarded as managerial tasks on all entrepreneurial levels. Rigging all places of work on the one hand and continuously raising the awareness for possible risks and dangers on the other are meant to keep our personnel attentive and protected.

We always go for the prevention of risks and dangers by continuously carrying out hazard analyses and the respective measures to be taken for prevention where needed.

Furthermore, we support our personnel in active preventive health care.

We take appropriate steps to examine occurrences related to labour safety and health care, then deducing the measures needed to be taken.

To meet these requirements companywide, we will consequently apply our Safety and Health-Care Policy. It will also continue to be developed in the spirit of continuous improvement of conditions.

The Management is continuously involved with the organisation safety management and health-care performance, deducing actionable performance measures for the respective fiscal years.