



# BURGER GROUP Values and Ideals

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Our Mission Statement for Working Together



The Focus  
is always  
on People.

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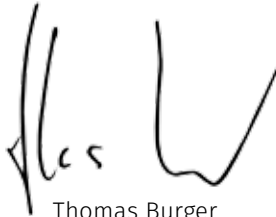
## Foreword from the Management Board

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### **DEAR EMPLOYEES,**

This corporate ethics plan is intended to serve as an orientation guide around which we conduct all our activities. Our visions and ethical values are the basis for all our decisions and actions, and are therefore both a primary source of guidance and a management tool.

Because you are invested in our mission, we kindly ask that you go over this brochure. Please carefully read through our values and apply them – they are the basis for a harmonious coexistence.



Thomas Burger



Silke Burger



Fabian Burger



Manuel Burger



## An Independent Family Business That's Existed for Six Generations

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**OUR THOUGHTS AND ACTIONS ARE AIMED AT ENSURING THE LONG-TERM STABILITY AND INDEPENDENCE OF THE FAMILY BUSINESS.**

In order to successfully pursue this goal, we need rules and values that all employees can commit to. With our mission statement, we define the company's purpose and the associated values and business principles around which we, as part of the BURGER GROUP, typically orient ourselves.





## Common Values Unite Us

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**WE ONLY ACHIEVE OUR GOALS TOGETHER AS A TEAM! OUR COMMUNITY AND SUCCESS ARE STRENGTHENED BY CONSTRUCTIVE AND RESPECTFUL COOPERATION BETWEEN OUR MANAGEMENT AND EMPLOYEES. OUR ACTIONS ARE CHARACTERIZED BY RESPECT AND APPRECIATION FOR PEOPLE AND THE ENVIRONMENT.**

We share a common enthusiasm for a respectful interpersonal atmosphere, mutual trust, reliability, and entrepreneurial thinking and actions at all levels of involvement. We strive to maintain a partnership-based, longstanding relationship with our employees and business partners that is characterized by fairness, trust, and reliability.

## Sustainability & Resources

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**OUR GOAL IS TO OPERATE IN HARMONY WITH NATURE. WE MAKE EFFECTIVE USE OF RESOURCES AND APPLY OUR WORKFORCE IN AN IDEAL MANNER. WE TRY TO WASTE AS LITTLE AS POSSIBLE.**

Workplace safety and health are of the utmost importance. In an effort to preserve our environment, we rely on personal discipline and the latest technologies – this helps to reduce energy consumption and conserve resources. The constant changes in society and the economic environment as well as the variety of tasks make it increasingly important for individual employees to see their work in an overall context. With offers and specific measures, we create the framework for a harmonious work-life balance and personal development.





## Trust and Responsibility

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### **TRUST IS THE BASIS OF ALL HUMAN INTERACTION.**

Only through the trust placed in us is it possible to build a personal, long-term relationship with customers, suppliers, and employees.

Everyone is invested in the process and responsible for their own actions. We rely on competent, active, motivated, and self-determined teamwork. We're committed to taking a cost-conscious approach in our actions. We are strongly bound to competing fairly and in accordance with the rules of the marketplace.

## Commitment and Quality Standards

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### **OUR ECONOMIC ACTIVITIES FOCUS ON SEEING PEOPLE AS INDIVIDUALS, HEALTH, AND THE ENVIRONMENT.**

Inventiveness and entrepreneurial spirit are the building blocks for the BURGER GROUP's success. The origins of our core company, SBS-FEINTECHNIK, go back to the 19th century. Today, the BURGER GROUP is comprised of internationally operating companies in drive and plastics technology. Important prerequisites for high-quality services include an imaginative, thoughtful, and feasible product design as well as process optimization that ensures profitability and competitiveness.

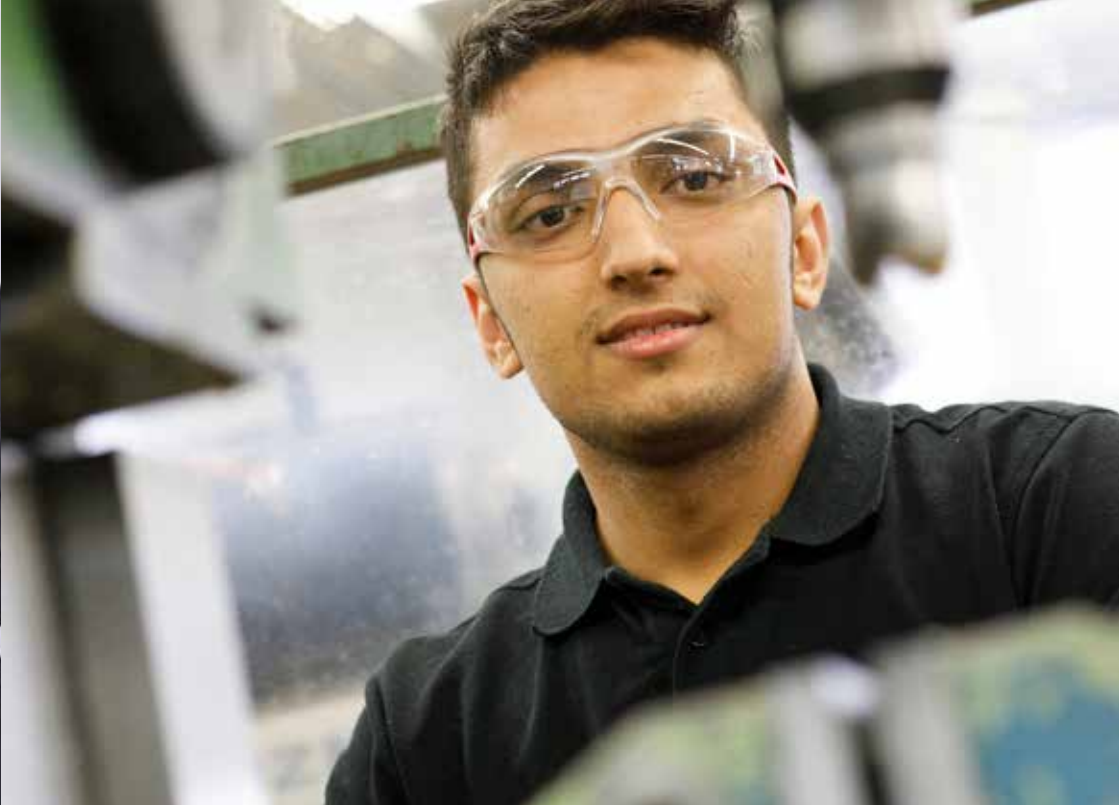


## Responsible Management

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**LEADERSHIP IS ABOUT HAVING THE ABILITY TO COMBINE STRENGTHS TO ACHIEVE JOINT SUCCESS. GOOD MANAGERS FOCUS ON THE TASK – NOT ON THEMSELVES. AS MANAGERS, WE ACT ACCORDING TO THESE PRINCIPLES:**

OUR common BURGER GROUP values serve as the basis for our management style. WE express ourselves in a transparent, consistent and down-to-earth manner, thus creating a positive and results-oriented atmosphere in the workplace. Feedback is open, immediate, and constructive. By setting measurable and realistic goals, we give our employees a sense of orientation. Our management style's success is proven by the awards we regularly receive for our employee-oriented personnel policy.



## Respect and Non-Discrimination

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**THE DIVERSITY AND UNIQUENESS OF OUR EMPLOYEES IS WHAT CREATES OUR OUTSTANDING INNOVATIVE POWER AND PERFORMANCE.**

We treat each other with mutual respect, fairness, understanding, and appreciation. Fair and respectful interactions serve as the basis for all our work. Open and trustful communication is required for economic success. Discrimination in any form is not tolerated, nor is harassment and defamation. Every employee has the right to be protected from this. Every manager is a role model with respect to their conduct and must ensure that the working environment is free of any and all harassment and discrimination.

