



MUEGGE GROUP

# Corporate Responsibility Policy



## 1 Our responsibility

As an international market leader in the field of advanced and standardised microwave and plasma technology, we consider it our duty to align the impact of our actions with society's expectations. It is our responsibility to meet the needs of the present without negatively impacting future generations. That is why we base our business decisions around the impact they have on society and the environment.

This applies to processes at all our manufacturing sites, as well as to the effects of our business activities along the value chain.

## 2 Our commitment to international frameworks

We want to do our part in creating an ecologically and socially sustainable society by the way we do business and from within our business environment. In so doing, we recognise the United Nations Sustainable Development Goals (SDGs) as a global framework and base their implementation on the principles of the **United Nations Global Compact**.

## 3 Our Corporate Responsibility strategy

Our Corporate Responsibility (CR) strategy helps us to secure our position as a global market and technology leader for advanced microwave and plasma technology over the long term. The key components of the strategy are our CR fields of action. We actively manage them by setting measurable goals and ensuring that they are improved on an ongoing basis. Every employee has a role to play in this and should do so by putting the CR fields of action into practice in their day-to-day tasks.

## 4 Stakeholders

Our commitment to corporate responsibility also means that we engage in an ongoing dialogue with all stakeholders who have an impact on or are impacted by our business activities. This includes employees and shareholders, customers and suppliers, as well as local communities and society as a whole. We provide all stakeholders with transparent information on how we practice corporate responsibility. We also take stakeholders' expectations on board when making business decisions.

## 5 Corporate Responsibility fields of action

Corporate responsibility at MUEGGE Group covers fields of action in the following three areas:



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## 5.1 Environment:

We reduce the impact we have on the environment along the value chain. In manufacturing, we ensure compliance with environmental standards and also do our bit when it comes to climate, water and waste management. We are helping to meet future environmental standards and improve environmental performance with our microwave and plasma technology.

**Further information:**  
Environmental Policy

## 5.2 Social:

We acknowledge our responsibility towards our employees and society. We provide them with a safe place in which to work and opportunities for their personal and professional growth. Our goal is to keep employee satisfaction at a consistently high level, thus positioning ourselves as an employer of choice. In this context, we focus on diversity in the workplace and support a work environment that is free of prejudice.

**Further information:**  
Occupational Health and Safety Policy  
Diversity Statement  
Diversity Charter



## 5.3 Governance / Integrity

Every employee at MUEGGE Group is expected to practise corporate responsibility. The basis for this is compliance with laws and regulations. MUEGGE Group is a committed supporter of international human rights and the standards of the International Labour Organisation. Quality and safety are top priorities when it comes to developing and manufacturing our products. We share our sustainability standards with our suppliers and encourage them to adopt relevant management systems.

**Further information:**  
Code of Conduct  
Anti-Corruption Policy  
Code of Conduct for Suppliers  
Declaration of Principles on Human Rights  
Quality Policy



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