

# DRÄXLMAIER Group Leadership Policy

# Leadership Policy

## Preamble

As leaders, we strive and act consistently and responsibly on behalf of the organization and set an example of this to our employees: authentically and meaningfully, with encouragement and challenge, constructively and consistently. We continually strive for progress, for ourselves and for our employees. We have expressed this globally effective Policy in this spirit, not only to live up to the legal requirements, but also to express the values that we act out all over the world every day.

## Scope

The contents of this policy apply to all employees of the DRÄXLMAIER Group worldwide.

## Further Information

For further information, please contact this mail-address: [policy-info@draexlmaier.com](mailto:policy-info@draexlmaier.com)

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## Content

### We all create and produce added value and sustainability:

- we set ourselves ambitious targets and work hard to achieve them
- we recognize opportunities, make decisions and are committed to them
- we actively regenerate our products, processes and projects to keep ahead of the competition

### We take care of our daily business consistently and ambitiously:

- we assume responsibility for the quality and reliability of our work and our conduct
- we act out cost awareness and economic thinking in all respects
- we openly address differences and needs and discuss them thoroughly

### We all lead our employees responsibly and motivatingly:

- we treat our employees fair, respectful and with responsibility
- to our team, we convey the performance objective, the reason behind it and the phases needed to achieve it
- we know the strengths and weaknesses of our employees and actively promote their continued development