



CORPORATE POLICY: OPERATIONAL PRINCIPLES FOR EXCELLENT PERFORMANCE

To make our corporate policy more sustainable and firmly embedded, we have introduced the WPS [WST Performance System]. This enables us to work hand in hand with you and the management to achieve top performance, taking the following principles into account:

YOU – THE HEART OF OUR COMPANY

You are the foundation of our success.
By implementing the values defined in our corporate policy and code of conduct, we continuously inspire, shape, and encourage our team.
We strive for the highest possible employee satisfaction by focusing on you and constantly working to improve the workplace environment.

SAFETY FIRST – STAY SAFE AND GET HOME SAFE

We ensure a safe, clean, and healthy working environment for our employees.
To guarantee your safety, our workplaces and technical equipment always comply with applicable laws, regulations, and guidelines.
Our goal is to achieve zero lost workdays due to accidents.
We are deeply committed to your safety.

THE WST FAMILY – RESPECTFUL COOPERATION

Our priority is honest, empathetic, and morally sound interaction with colleagues, employees, customers, suppliers, authorities, and other stakeholders. In all our activities, we ensure that the WST Code of Conduct is consistently upheld. We act with reason, common sense, and expertise, always employing appropriate and ethically correct methods.
Through our presence, we ensure that you are supported and never left behind, fostering the unity of our team in both positive and challenging times.

COLLABORATION – TEAM SPIRIT BEGINS WITH GOOD COMMUNICATION

In our conversations, we place great importance on respect, openness, honesty, and punctuality. Regular four fixed meetings, as well as team and departmental discussions, are integral parts of our communication strategy.
These provide you with key information about projects, PfIV measures, as well as feedback on your individual performance and the status of your productivity and efficiency. We promote a healthy work environment that enables open and honest dialogue and actively practices and supports the 'open-door policy'.
Every employee should feel heard and valued, contributing together to our shared success..

WINNING TEAM – INCREASING VALUE CREATION AND REDUCING WASTE

We utilize lean methods and the WPS (WST Performance Systems) to optimize process steps efficiently and proactively prevent errors. Tools such as 5S, Visual Production Management, Setup Time Optimization (SMED), Preventive Maintenance Methods (TPM), Work Standards, and the 'Go & See' method help us eliminate waste and achieve maximum value creation.

We understand, identify, and continuously improve upon the eight types of waste

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|----------------------------|-----------------------------------|
| Overproduction | Production Errors and Rework |
| Excess Inventory | Waiting Times |
| Unnecessary Transportation | Incorrect and Avoidable Processes |
| Unneeded Motion | Unused Knowledge |

OPERATIONAL PERFORMANCE – ON THE FAST LANE

At the core of our strategy is the consistent adherence to production standards and processes to ensure efficient performance. It is important for us to make the operational goals and their current status transparent and visible to you. All activities are focused on achieving and continuously improving company goals. For this, we emphasize accountability, commitment, and active participation of all teams and interfaces..

We leverage our expertise to simplify and continuously improve processes, ensuring the highest flexibility in response to customer fluctuations.
Relevant production issues are directly addressed in the workshop using the 'Go and See' principle. We ensure that employees' (unplanned) absences do not negatively impact our production processes.

We continuously enhance operational capital through regular analysis and optimization of inventory, lead times, and material flow.
Before making capital expenditure decisions, we apply common sense, creative solutions, and optimization methods (Lean).

THE WST STANDARD – QUALITY FIRST, EXCELLENCE ALWAYS

We prioritize the highest customer orientation to understand, pursue, and sustainably meet our customers' expectations.
In all workflows, we ensure that goals, activities, and responsibilities are clearly defined and disciplined to guarantee quality at every step. Through effective initiatives for preventive error detection, we consistently work towards achieving our 'Zero Defects' goal.
Our focus is on preventing errors, especially error repetitions. Through our Lessons Learned approach, we strengthen our actions and ensure that everyone has and utilizes the same information.
By continuously improving our processes and our own qualifications, we set the highest possible standard..

EQUIPMENT AVAILABILITY (OEE) – WHERE THE WHEEL STOPS, PROGRESS STALLS

You play a crucial role in driving the preventive maintenance program at WST. Our goal is to ensure that all equipment is always 100% operational.
Through continuous process optimization, we minimize maintenance costs and efficiently reduce setup times without compromising performance.

ENSURING INFORMATION SECURITY

We achieve information security by protecting all information received, created, processed, distributed, stored, and disposed of through our business activities..

(Additionally, the current EUM Manual applies)


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