

Weidmüller Infosheet

January 2024



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1. General Information



As experienced experts we support our customers and partners around the world with products, solutions and services in the industrial environment of power, signal and data. We are at home in their industries and markets and know the technological challenges of tomorrow. We are therefore continuously developing innovative, sustainable and useful solutions for their individual needs. Together we set standards in Industrial Connectivity.

Products: Field wiring products; Electronics Interface Technology; Enclosures; Identification Systems; PCB Components; Communication Electronics; Application-specific Solutions; Modular Terminal Blocks; Tools

Today we have subsidiaries / partners in more than 80 countries. Below you find the link to the addresses of our sales companies:

https://www.weidmueller.com/int/company/our_company/locations/index.jsp

Quantities of employees (approximate figures January 2024):

Total:	5716
Production:	2747 (incl. Quality)
Sales/Marketing:	1904
Administration:	564
R&D:	501

D-U-N-S Number:

Weidmüller Interface GmbH & Co. KG (Headquarter at Detmold):
315966622

VAT identification no.: DE124599660

Register Court Lemgo HRA 2790

Customs registration number: DE2490714

Approving country: Germany

Prizes and awards:

https://www.weidmueller.com/int/company/our_company/facts_and_figures/index.jsp

2. Approvals, Certificates and Declaration of Conformity

2. Approvals, declarations of conformity and certificates

The Weidmüller Group has production facilities, sales companies and representatives in more than 80 countries. As an internationally active company, this results in a large number of certificates, approvals and legal requirements for the various markets.



2.1 Product approvals and declarations of conformity

Our experts regularly monitor legal changes, both with regard to national and international requirements. All product approvals / type examination certificates or European / non-European declarations of conformity assigned to a product can be downloaded directly from our online product catalogue by calling up the relevant product there and switching to the 'Downloads' tab.

Link to the product catalogue:

<http://catalog.weidmueller.com/catalog/Start.do>

2.2 Certificates of our locations

In order to fulfill and safeguard our customer requirements and the various international requirements from standards and laws, Weidmüller operates various management systems.

In order to master the resulting complexity, the different requirements are planned and controlled via an integrated management system and form the basis for the design of our internal processes as well as the connections to our customers and partners.

A selection of the most important certificates can be found on our website at any time in the currently valid version:

https://www.weidmueller.com/int/company/our_company/management_guideline_and_certificates/index.jsp

Are you missing an approval or certificate? Then simply get in touch with us:

<https://www.weidmueller.com/support>

3. Sustainability Management

Sustainability at Weidmüller – Vivid practice since decades.

Weidmüller acts sustainable in order to successfully transfer the company and the environment to the next generation. The integrated, value-oriented sustainability management is firmly anchored in our company.

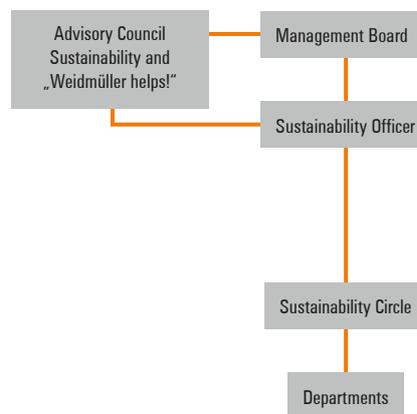
For generations, we have been aware of our own responsibility towards employees and colleagues, society and the environment - and that in over 80 countries worldwide.

Information about sustainability is available on our website: https://www.weidmueller.com/int/company/our_company/our_responsibility/index.jsp

3.1 Sustainability Compass

"We act sustainably in order to successfully and healthily pass on the company and the environment to the next generation," says Weidmüller's Shareholders' Compass. The sustainability compass defined together with the Executive Board is the basis for a balanced and Weidmüller-specific sustainability strategy in which we anchor our responsibility. In order to make sustainability measurable and comparable, we are guided by the EGS criteria (Environment, Social, Governance) as a supplement to the SDGs. As a family-owned company, Weidmüller places a special focus on its employees. For generations, we have been aware of our responsibility for a liveable future, for our environment and for society, and we have done so worldwide.

3.2 Sustainability Management



At Weidmüller, we are convinced that a holistic approach to sustainability is the key to the long-term success of the company. This is why Weidmüller supports and lives sustainability at all levels of the hierarchy.

The sustainability officers jointly determine the strategic orientation of the topic in coordination with the Executive Board. At the same time, they are responsible for the operational implementation of sustainability projects in the company, form the interface to the specialist departments and provide impulses for relevant sustainable developments from the outside to the inside. These responsibilities are clearly defined. This ensures that the principle of sustainability is firmly anchored in the processes within the company and that current developments are taken into account.

The Weidmüller Sustainability Circle consists of representatives from various specialist areas (e.g. EHS, supply chain, supplier development, communication, compliance) and serves as a decision-making body and project initiator for cross-company sustainability issues. Weidmüller has also set up the "Sustainability and "Weidmüller hilft!" Advisory Board", which decides on Weidmüller's social commitment. The Advisory Board members include the Chairman of the Supervisory Board, the Spokesman of the Board of Management, the Sustainability Officer, the Works Council and the workforce.

The following table summarizes Weidmüller's sustainability management and refers to concrete examples described in other chapters of this document.

Products & Industry – see chap. 7

- Renewable Energy Products
- Energy Efficiency & Environmentally
- Friendly Products
- Digital product data
- Circular Value Creation
- Eco Design Workshop
- Product Compliance Management

People & Society – see chap. 9

- Educational Village
- Weidmüller Academy
- WE Lead Weidmüller
- Occupational health & safety management – see chap. 7.3
- Weidmüller helps! – See chap. 3.2



Climate & Environment – see chap. 7

- Activities to become a climate-neutral company
- Environmental management
- Energy efficient buildings
- Biodiversity

Responsibility & Corporate Governance – see chap. 3

- Management system
- Compliance
- Ethics & Sincerity
- Stakeholder dialogue

3.3 Sustainability Report

The Weidmüller Sustainability Report has followed a digital and agile approach since 2021. We voluntarily inform our stakeholders about our ecological and social commitment in addition to economic aspects. This ongoing report is based on the Global Reporting Initiative (GRI) standard and also includes the materiality analysis with 25 sustainability topics that are essential for Weidmüller. This regular analysis serves on one hand as a basis for the further strategic orientation of sustainability at Weidmüller and on the other hand as a basis for stakeholder involvement in sustainability management.

3.4 Global Compact

We are committed to the UN Global Compact, a United Nations initiative that stands for socially responsible corporate action. Since 2011, we have been committed to the **ten principles of the UN Global Compact**, which include principles on human rights, labour standards, environmental protection and anti-corruption. We act and shape our activities in accordance with these principles and pursue our goals in a sustainable manner by focusing our corporate commitment on the positive development and influence of the environment and our society in the long term. We have been doing this, already for generations, beyond the limits of legal requirements.

Further information on our activities within the framework of the UN Global Compact can be found [here](#).

3.5 Sustainable development goals

In 2015, the United Nations adopted the 2030 Agenda - a plan for a better future. At the heart of the 2030 Agenda are 17 Sustainable Development Goals. Together, these represent a response to the most important economic, social and environmental challenges of our time. At Weidmüller, we recognise the high relevance of all 17 goals and our shared responsibility for their fulfilment. In doing so, our focus is aligned with the strength of our influence and the expectations of our stakeholders from.



3.6 EcoVadis

In 2023, we had ourselves assessed again by EcoVadis in order to certify our sustainability development. EcoVadis is an independent international platform for sustainability ratings and analyzes and evaluates the performance of companies in the key areas of sustainability and corporate social corporate social responsibility (CSR). In the evaluation in December 2023 we were awarded the gold medal. With this result Weidmüller is among the top 6 percent of companies assessed by EcoVadis and among the top 3 percent in our industry, the manufacture of electronic components and printed circuit boards.



EcoVadis gold medal

3.7 Code of Conduct

Our activities are in accordance with the relevant legal provisions. We are guided by ethical values and principles, in particular integrity, honesty and respect for human dignity. This self-image is anchored in our **Code of Conduct** and defines the basic principles of our actions, compliance with which we actively demand from our employees worldwide. The contents apply in all branches and business units of our company. We expect the same basic understanding from our business partners. We have joined the ZVEI-VDMA Code of Conduct and always follow the current version.

3.8 Respect for human rights

We respect and support the observance of internationally recognised human rights as set out in the principles of the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organisation (ILO) as well as the United Nations Guiding Principles on Business and Human Rights.

3.8.1 The Supply Chain Sourcing Obligations Act

As a family-owned company, Weidmüller attaches great importance to respecting human rights, protecting the environment and acting sustainably. Sustainable actions are of great importance. The Supply Chain Due Diligence Act obliges companies to fulfill their human rights due diligence obligations and is intended to improve the international human rights situation. Weidmüller is obliged by the law to check its own business operations and its suppliers for human rights and environmental risks and, if necessary, to eliminate risks or violations.

Weidmüller has established the corresponding processes and the management system for due diligence. The complaints procedure has been set up. In addition to Group Compliance as an internal contact, you can also contact and, if desired, anonymously, to our **ombudsman**. Dr. Carsten Thiel von Herff can be contacted. In addition internal responsibilities for monitoring risk management have been defined. All further measures for compliance with the abovementioned law will be implemented in 2024.

3.8.2 Conflict Minerals

We take due diligence measures to avoid the use of conflict minerals in our products in order to prevent human rights abuses, corruption and funding of armed groups or similar. In order to comply with US SEC Regulations, many of Weidmüller's customers must report if any products sold contain certain minerals originating in the Democratic Republic of Congo or surrounding countries. These "Conflict Minerals" include tin, tantalum, tungsten, gold and their derivatives. Weidmüller is aware of these requirements and has integrated processes in supplier management in order to provide the required information.

For further questions please contact our Customer Service.

4. Product Lifecycle

4.1 "Idea to End of Life" Process

The "Idea to End of Life" process is one of three business processes within Weidmüller's Global Business Process Map. The process comprises the chronological sequence of a product life cycle from the idea to the discontinuation of a product. The Idea to End of Life process consists of three sub-processes: the Product Innovation Process, the Product Modification Process and the Product PhaseOut Process.

4.2 Product Development

Our product development follows the Product Innovation Process described in detail. All innovations are designed at Weidmüller development sites (Detmold/DE, Shanghai + Suzhou/CN, Singapore/SG). Standardized software tools such as CATIA V5 or Altium Designer are used for this purpose.

4.3 Product Change Management

Intended changes to products and processes are secured by feasibility studies and risk assessments. All displayed validation tests and measurements must be completed before a change can be implemented. This is ensured and documented by an Engineering Change Workflow (EC) with a PDM/PLM system corresponding to the Product Modification Process. If necessary, the general market or individual customers are informed about the change.

5. Production (at the Headquarter in Detmold)

Production in Detmold is characterised by a high degree of vertical integration and efficiency in all manufacturing stages. Almost all components are manufactured on site by internally trained specialists with the highest quality standards, refined and automatically assembled into the final product. Short transport routes lead to short supply chains and throughput times and thus to very high availability on the market. Production processes include progressive stamping and punch bending with integrated tapping and welding processes, cleaning of components using aqueous and/or hydrocarbon-based media, case hardening, quenching and tempering, hot storage and precipitation hardening, electroplating of strips and bulk materials with various metals and alloys, plastic injection moulding, overmoulding of metal, 2K plastics, inline laser and inkjet printing, waterjet cutting, electronics production (SMT and final assembly) and automatic final assembly. The permanent monitoring of process steps with the help of a Manufacturing Execution System (MES) ensures transparency in real time across all production stages. Processes and quality are automatically measured and optimised during production and lead to maximum customer satisfaction. The use of collaborative robots and automation

technology reduces manufacturing costs and increases reproducibility.

Condition monitoring is an essential part of our preventive maintenance to ensure a permanently high technical availability of machines and systems. Data collected via sensors provide us with information about the technical condition and upcoming repairs. The use of a mobile reporting system for order processing and a digitalised spare parts and maintenance management system are further building blocks for low-repair and thus plannable production. In addition, we permanently optimise our maintenance measures with the help of a key figure system. The development of products and processes takes place in close cooperation on the Detmold campus. The constant exchange between all those involved and the consistent application of lean methods leads to continuous improvements and results in highly efficient processes and excellent quality.



5.1 Product Traceability

The main identification characteristics are the article-number and the quality-number on the packaging. The identification characteristics are shown on drawings, job and test instructions, packaging, delivery receipt and invoices.

For product specific supervision (e.g. compliance of the regulations of the KTA 1401 for the production and assembly for products for the nuclear technology) we offer traceability by serial number.

5.2 Problem Solving

Customer complaints, internal complaints and fault messages are recorded in our complaint management system. If a customer complaint is entered into the system by the sales interface, the complaint case will be routed to a member of the complaint management team.

The complaint manager does an initial assessment of the case, routing it to the matching quality department in charge.

In the progress of problem solving, the Quality Department establishes a cross-functional team of specialists who work together in order to perform the problem solving process (PSP) as an integral part of LEAN (a System for optimizing production processes). This includes identifying the scope of the problem, a root cause analysis and the derivation of containment, corrective and preventive actions addressing the root cause.

As soon as the Root Cause Analysis (RCA) is accomplished and all actions are defined, scheduled and addressed, the results are sent back to the complaint manager who validates the outcome and generates the 8D report. Finally the 8D report is sent to the customer via the sales interface. The actions are tracked by the system and escalated automatically if overdue.

The system also supports effectiveness checks of the actions defined.

Target: 8D report finished within 20 working days.



5.3 Continuous improvement

Sustainable growth and innovative strength are only possible if the quality of products and services as well as the quality of internal and external work processes at Weidmüller and its partners are constantly monitored and improved. In conjunction with this, increased corporate quality leads to improved productivity and competitiveness.

This is supported by the establishment and application of the Plan-Do-Check-Act (PDCA) system at Weidmüller. In addition, the topics of idea management and lean were established.

5.3.1 Idea management

Weidmüller's idea management is a supplementary component for promoting innovative strength, sustainably increasing competitiveness and encouraging the creativity and commitment of all employees of the German Weidmüller companies.

Suggestions for improvement can be submitted by any employee or a group of employees. Suggestions for improvement are evaluated according to defined criteria: Potential savings, customer benefits, safety aspects, quality improvements, possible applications to analogue processes, procedures, etc. and their sustainability. If one or more of the above criteria are met, bonuses of up to €2,600 are paid to the employees.

5.3.2 Lean management

The term Lean Management describes the entirety of thinking principles, methods and procedures for the efficient design of continuous improvement as well as ensuring the sustainability and resilience of our entire value chain.

Based on the Toyota production system originally developed in Japan, this "Operational Excellence Model" has been

adapted to the requirements of Weidmüller processes, standardised and continuously developed.

The transformation takes place through lean training consisting of theoretical and coached practical parts as well as in lean workshops with appropriate support. The following core ideas, which are pursued through Lean, are of central importance for the continuous improvement process:

- Respect for the customer (request)
- Active involvement of employees in the improvement process
- Designing the space and atmosphere for change by management
- Continuous improvement of all processes in the company through the possibility of submitting ideas for improvement and through the consistent recording of deviations and elimination of their causes in the processes.

These thoughts require the continuous detection and elimination of waste and minimisation of variation in our processes (synchronisation of operations). Awareness of waste drives the process of continuous improvement and identifies elements that add cost without adding value to the product.

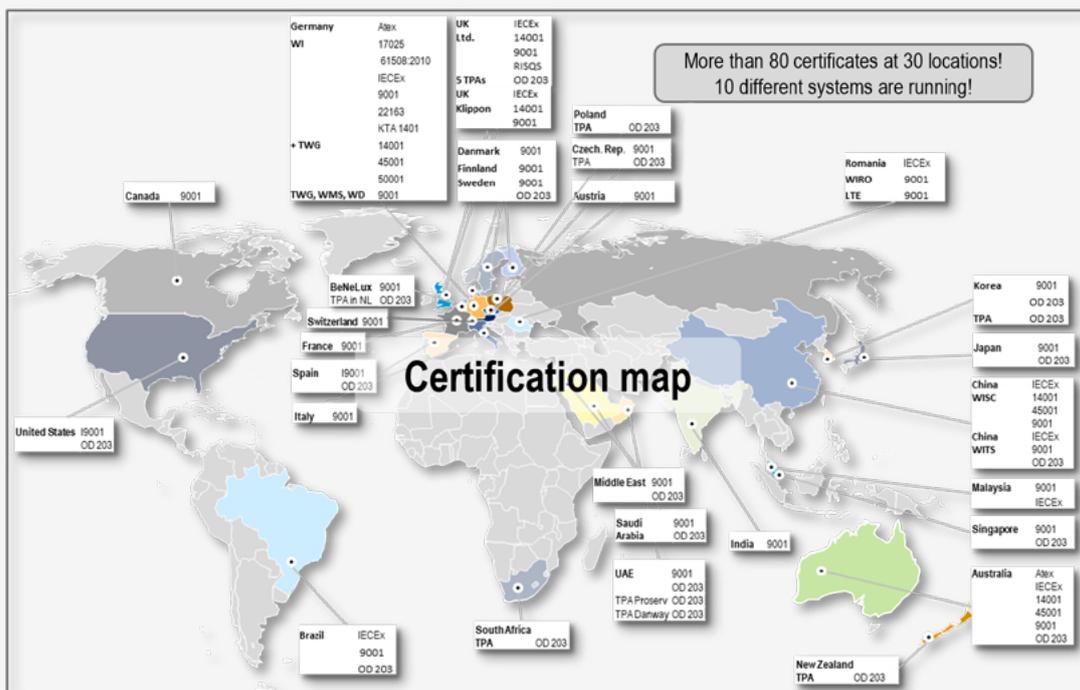
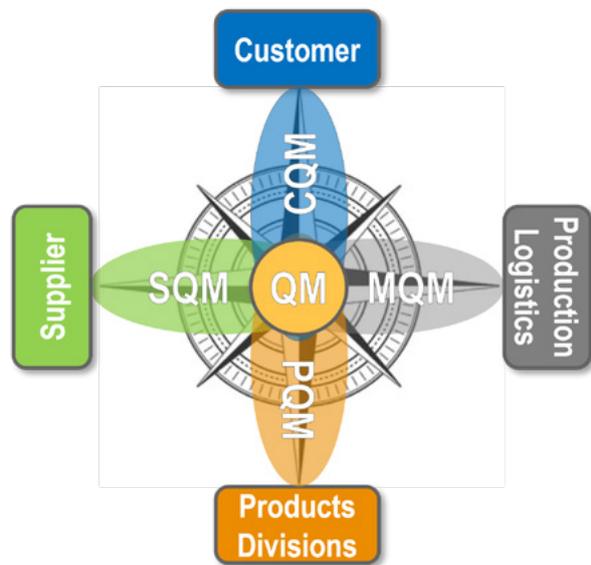


6. Global Quality Management

The quality of processes, products and services is deeply rooted in our corporate values and is one of our key factors for sustainable growth.

Our goal is a zero-defect culture and our focus are the 5 elements of quality.

- QM** Integrated Quality Management System & Business Process Management
- PQM** Product Quality Management
- MQM** Manufacturing Quality Management
- SQM** Supplier Quality Management
- CQM** Customer Quality Management



Business Excellence & Management System

Certification

- Ensures the regular certification of the group

Processes, Standards & Guidelines

- Supports all global functions in the design and documentation of processes

Audit Management

- Determines the demand for internal audits at Weidmueller and creates the annual audit plan on this basis

Quality Reporting

- Generates the reporting for the group



Global Supplier Development

Onboarding of new suppliers

- Guiding the supplier through a standardized qualification process

Supplier evaluation

- Based on various criteria (e.g. number of complaints) suppliers are evaluated and classified, if necessary development actions are agreed and followed up

Supplier development

- Auditing and development of existing suppliers and cooperation partners
- Support in process optimizations, e.g. in case of complaints or from the supplier evaluation



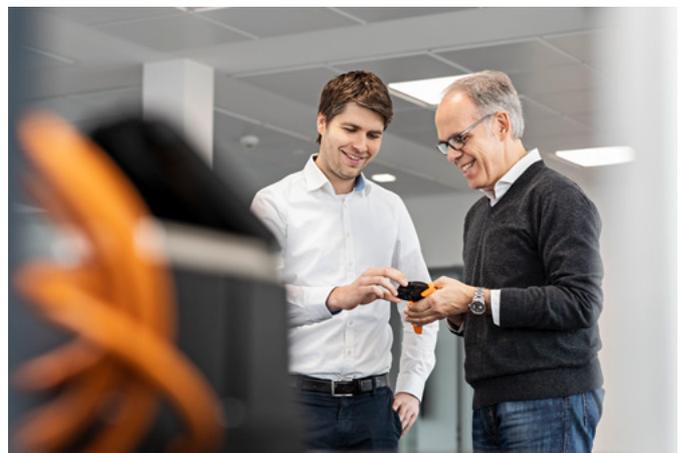
Global Customer Quality Management

Quality Key Account Management

- Quality support for key customers (key accounts)
- Coordination of quality-related customer inquiries and contractual aspects, from the draft to release

Complaint Management

- Transfer customer complaints into the internal problem solving process
- Summarize results in form of an 8D report to be forwarded to the customer



Global Product Quality Management

Quality within the „Idea-to-end-of-life“ process

- Divisional alignment / organization
- Supports the product development process, product maintenance and product modification regarding quality through to product phase-out
- Ensures that customer requirements for product quality are implemented in innovation projects

Quality planning of robust products

- Identification and elimination of risks already in the development process to avoid customer complaints and problems at a later stage



Global Manufacturing Quality

Quality assurance

- Assures the quality of the products throughout the production process, e.g. by inspections during production
- Part of the continuous improvement

Goods incoming inspection

- Inspects the incoming goods from third parties (suppliers, cooperation partners) according to defined inspection plans

Test equipment

- Monitors, checks and ensures that test equipment is regularly calibrated and ready for use



Global Laboratories

Product validation and qualification, development support & tests

- Type tests
- Product Technology Consulting / Developing tests
- First sample reports
- Compliant Analysis
- Technology Projects in Material- & Surface Science

Standards and approval support

- Coordination of Approval Projects, NPP- & Ex Projects
- Supply and Monitoring of Standards, Working in Standardization Committees

Testing Technology

- Measurement technique (technical, geometrical)
- Loading/stressing test technique



7. Environment Health & Safety

At Weidmüller, all activities relating to environmental protection and occupational health and safety are bundled under the "Global EHS (Environment Health and Safety)" unit. Here, specialists at local and international level work closely together and continuously develop the relevant topics.

7.1 Environmental Product Compliance

7.1.1 REACH

The European Chemicals guideline REACH stands for the registration, evaluation and authorization of chemicals. The obligation to provide information in accordance with REACH Article 33 for substances in articles applies only to so-called substances of concern (Substances of very high concern – SVHC). The European Chemicals Agency ECHA (see REACH Art. 59) decides, which substances are considered to be SVHC. The current version of the candidate list is available on the ECHA website. Here's the link to the ECHA Website:

<https://echa.europa.eu/en/candidate-list-table>

Based on the information we have received from our suppliers so far, some Weidmüller products contain SVHC substances above the declarable thresholds of Art. 33. Weidmüller products may potentially be subject to further declaration obligations under Art. 33, for example due to the announcement of new SVHC substances in the candidate list. As soon as the obligation to declare SVHC substances in further Weidmüller products arises, information about the affected products and the SVHC substances contained therein will be published in the online catalogue in the characteristics of the respective product. If you are unable to identify the respective product there or if you have any further questions on the subject, please do not hesitate to contact our team (green-compliance@weidmueller.com), stating the article number.

7.1.2 SCIP-Database

SCIP (Substances of Concern In articles as such or in complex objects (Products)) is a database of the European Chemicals Agency (ECHA) for information on substances of concern in articles. Companies that supply articles containing substances of very high concern (SVHC) from

the REACH candidate list in a concentration above 0.1 percent by weight (w/w) to the EU market must submit information about these articles to the ECHA. Weidmüller is also affected by this obligation and reports affected products in the SCIP database. In order to simplify further processes for our customers, we provide the SCIP notification number of the products in the online catalogue directly under the REACH Article 33 information (if applicable).

7.1.3 RoHS

The limitation of lead, cadmium, mercury, chromium VI, PBB and PBDE used in electrical and electronic devices is defined by the EU Directive RoHS (2011/65/EU).

On 4 June 2015 the EU Commission published a new Directive (EU) 2015/863 amending Annex II of the EU-RoHS 2 (Directive 2011/65/EU) to include 4 phthalates in the list of restricted substances. However, these restrictions are binding for most of the Weidmüller products concerned from 22 July 2019.

Product related information on the RoHS Directive (2011/65/EU) can be obtained from the e-mail address below. Due to the wide range of Weidmüller products, some are not included in the scope of the directive.

RoHS conformity means that the substances that are included in the RoHS Directive (2011/65/EU) and subsequent additions to the European Parliament are not included above the defined limit values in manufactured parts. Unless the restrictive substance is the subject of an exception in the RoHS directive or the date of entry into force has not yet been reached.

Email address: Green-Compliance@weidmueller.com

7.1.4 Life Cycle Assessment (LCA)

Weidmüller continuously evaluates its products with regard to their impact on the environment and improves them where possible. Since 2022, we have additionally used detailed life cycle assessments (LCA) of our products for this purpose. Within the scope of an LCA, the entire life cycle of a product is evaluated - from the initial extraction of raw materials to the end of its life. We use the results of the LCA's to optimize our products in a targeted and efficient manner. Our current LCA strategy is to set up a system for the automated communication of life cycle analyses. If you have any questions, please contact us at the following address: Green-Compliance@weidmueller.com

7.2 Environmental and Energy Management

Environmental protection and energy efficiency are firmly anchored in Weidmüller's mission statement. In order to minimize risks to the environment through our actions, we regularly analyze our key influencing factors and environmental aspects. Thus we identify potential for improvement. The focus is on risk minimization, which we actively live through training, training and technical measures.

Weidmüller has the following certified management systems:

- DIN EN ISO 14001
- DIN EN ISO 50001

Our experts from environmental protection and energy management are responsible for the following topics:

- Environmental permits
- Compliance in environmental and energy law
- Emission measurements
- Energy monitoring (measurement of energy flows)
- Key figures (Weidmüller has key figures and tracks them regularly for electricity, gas, water, waste)
- Waste balancing and recycling
- Hazardous goods management
- Water consumption balancing
- Employee training
- Energy efficiency projects
- Environmentally friendly products

7.3 Occupational Safety

Our occupational safety management system is certified according to IEC 45001.

We regularly carry out a risk-based hazard assessment. Here we have regulated the following points:

- Emergency plans have been defined and regularly practiced
- Instruction and training of the employees are carried out on a regular basis
- Audit intervals and scope have been defined and the measures to be implemented are being tracked
- Personal protective equipment is provided
- There is a work safety policy and the managers are regularly trained on their responsibility in the field of occupational health and safety

As a result of these and further measures, we were able to reduce the number of accidents to a much lower level than the industry average.

8. Supply Chain Management

8.1 Global Supplier Management

Our Supplier Management System includes a documented process for assessment, qualification and control of suppliers.

The supplier control process is linked to our customer side. An annual audit program is performed by certified quality management auditors. These audits are being documented via an Audit Management Tool for suppliers (incl. tracking of actions implemented by suppliers).

Our Global Supplier Development (GSD) drives continuous improvement with our suppliers. Suppliers are being audited on a regular basis. A defined proactive escalation process allows to address any supply continuity risk to our customers.

Our Materials Requirement Planning (MRP) allows to manage raw materials planning and inventory of finished products. These activities are backed by contracts with suppliers. Our capacity planning tool allows to identify capacity constraints before they impact shipments to our customer. Our systems allow to communicate about location/equipment/process changes to our customers.

8.1.1 Supplier Approval

Supplier approval is based on our Guideline for Suppliers. It follows a defined Supplier Onboarding Process.

The following steps have to be gone through:

- Planning, organization and conducting of on-boarding-audits at the supplier
- Content development in coordination with strategic procurement and, if necessary, operational implementation of the requirements of the QM agreement at the supplier
- Risk classification acc. to the requirements regarding the product resp. Product range (done by Global Procurement)

Our suppliers are required to be compliant to the appropriate quality system before being considered for business (ISO-9001 or similar).

8.1.2 Supplier Communication

Requirements are communicated to suppliers as applicable (Contracts, Technical Terms of Delivery, Drawings, Data sheets, Order information text, Quality Management agreements with suppliers). Our business requirements to suppliers cover e.g. general delivery conditions, quality aspects for suppliers, legal declarations (e.g. REACH/RoHS) as well as our Code of Conduct and other contracts.

8.1.3 Supplier Performance Management

Our qualified and well trained Global Supplier Management measures supplier performance with our data-based Supplier Rating System. A monthly review of our critical supplier list and the customer complaints assures alignment between both supplier performance and customer requirements/expectations.

8.1.4 Part Approval

All pass-thru characteristics are inspected/error proofed at supplier sites (agreed in Quality Management Agreements (QMA), Technical Terms of Delivery (TTD), control plan and other documents). Inspections certificates are required and inspected for purchased raw material and outsourced special processes.

8.2 Logistics

When it comes to logistics, we rely on our competent central logistics in Hörselberg/Eisenach, which has been bundling the flow of goods for us since 2015. From Dortmund, our products are delivered to over 80 countries. Since 2011, the Weidmüller Group has a second logistics center in Shanghai (Asia Logistic Center). From there, China, Korea, Japan, Australia and Singapore are supplied. We operate 18 sales warehouses globally, adapted to local product ranges and local production. Here we work in part with service providers.

9. Human Resources

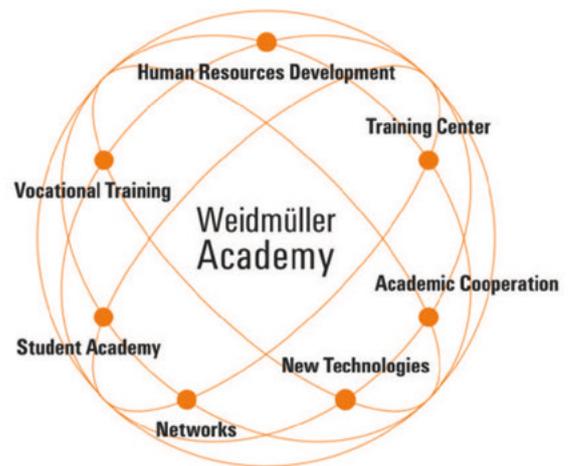
Our Human Resources Management is dedicated to the task of shaping the work system at Weidmüller and thus ensuring the future viability of the company. It is both an aspiration and a challenge to harmonise the requirements of the company with the interests of the employees. Thus, personnel planning and recruitment are just as central topics of human resources management as the consistent promotion of the potential of all employees. This also includes occupational safety and health management programmes as well as fair, transparent and competitive remuneration systems.

Culture

The corporate culture at Weidmüller is characterised by friendly cooperation and appreciative behaviour among all employees at all levels. We value diversity and are aware of the strengths of diverse teams. Because only those who allow all perspectives can see the whole picture. Racism and discrimination have no place at Weidmüller, which we also underline through our commitment to the Diversity Charter. With the long-term programme "WE Lead" (Weidmüller Employees lead Weidmüller), the culture of the company is intensively strengthened through a multi-layered dialogue of all employees worldwide and the common values are repeatedly called to mind. A strong culture lived by committed employees helps to remain competitive and achieve strategic goals.

Motivating working environment

When constructing new buildings, but also when renovating existing ones, Weidmüller attaches great importance to a state-of-the-art working environment. State-of-the-art communication technology, a great deal of transparency thanks to open room concepts and flexibility thanks to mobile partition walls promote the interdisciplinary exchange of ideas and ensure a productive environment in which ideas become reality. The workplaces in production and logistics are also oriented towards the requirements of teamwork and flexibility, not to mention the highest standards in occupational safety and sustainable management. Thus, monotonous, ergonomically unfavourable tasks are increasingly automated and the collaboration of humans and robots is continuously developing. This is where we gain experience, from which we also benefit in advising our customers."



Occupational health management

The basic prerequisite for surviving in the growing demands of the world of work is physical and mental health. Only healthy people are able to learn and develop the necessary skills and abilities in the first place. That is why we not only attach importance to maintaining the highest standards of occupational safety and environmental protection, but also offer our employees a comprehensive programme for prevention and health promotion. Starting with the provision of healthy meals in company restaurants at almost all locations, the programme extends to numerous sporting activities, action days and seminars, as well as advice and support in special life situations, such as caring for relatives or preparing for one's own retirement.

Education

Under the umbrella of the Weidmüller Academy, we have brought together all educational topics within the company. Here we take care of the training of our junior staff with an extensive range of apprenticeships and dual study places. Our digital learning management system is at the centre of our employees' further training. There, an extensive programme of online courses and digital knowledge resources is available around the clock, also on mobile devices. This offering is supplemented by numerous classroom training sessions and extensive topic- or target

group-specific educational programmes, for example for managers or on topics such as feedback or agile project management. The Weidmüller Academy also offers our customers training courses on products and applications.



Weidmüller – Your partner in Smart Industrial Connectivity

As experienced experts we support our customers and partners around the world with products, solutions and services in the industrial environment of power, signal and data. We are at home in their industries and markets and know the technological challenges of tomorrow. We are therefore continuously developing innovative, sustainable and useful solutions for their individual needs. Together we set standards in Smart Industrial Connectivity.

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