

Global Compact - Communication in Progress



1. Preface

Wieland Electric GmbH celebrated its 100 years` birthday in 2010. Through all these years Wieland was aware of its social responsibility. Early certificates for ISO 14001 or EMAS (Eco-Management and Audit Scheme) prove this engagement.

During the continuous international growth of Wieland we share this philosophy with all our international colleagues and to emphasize this, Wieland decided to join the Global Compact in 2008.

One major element is our environmental management. The related periodical environmental statement addresses our partners, customers, staff members, neighbours, public authorities and the interested public. The document provides information about our progress made for the continuous improvement of our company`s environmental performance. This of course includes legal requirements such as the new European chemicals regulation called REACH.

Respect for the interests of man and nature represent an obligation we have to responsibly commit ourselves to environmental protection. All products and processes are evaluated continuously based on their impact on the environment and are optimized focusing on conservation of energy and resources, absence of hazardous substances and minimization of waste.

Wieland products support also our customers to contribute to the 10 principles defined in the Global Compact: products of the **gesis®** family are installed in renewable energy systems like Photovoltaic and wind energy. Another example is the *samos* family: The workers` safety is significantly improved by these electronic safety components.

Our management and directors support these processes and product strategies actively by performing regular reviews of the progress and effectiveness of all taken measures.

The following report provides an overview of the Wieland activities related to the principles of the Global Compact.

Robert Raith
CEO

Dr. Andreas Rinn
Head of Quality and Processes

2. The Wieland Group

One company group, a thousand opportunities

The philosophy of the Wieland Group with its headquarters at Bamberg can be summarized quite simply. The independent subsidiaries, Wieland Electric and STOCKO Contact, are active beneath Wieland Holding. Together they cover an extraordinarily wide product portfolio in the field of electrical engineering and electronics. It comprises control cabinet engineering, industrial multipole connectors as well as overvoltage technology and building system technology.

Active worldwide

With its staff of almost 2,000 employees, the Wieland Group is well-known on all continents. Subsidiaries in Europe, North America and Asia show this in an impressive way. With a great number of representatives, the Wieland Holding is active in almost all strategically important countries. The company is just a medium-size global player with a clear commitment to the German location where most of the products are still developed and manufactured.

3. Implementing the Global Compact principles at Wieland Electric

By joining the Global Compact initiative, Wieland emphasises its commitment to the ten principles which are part of our daily work.

In order to involve all local subsidiaries of the Wieland Group, a letter of the CEO and the Head of Quality and Processes was posted to all local general managers and their management teams.

3.1 Human rights

It is essential to respect human rights worldwide on all locations and in all different countries.

3.2 Workplace standards

There are the same workplace standards on all Wieland locations, especially at the production sites.

Our clear target is to implement an adequate emergency planning in all locations.

Emergency planning

For Wieland it is very important to be prepared in case of exceptional situations. Alarm and emergency plans were fixed for any possible occurrences. These plans are continually updated.

Concerning all aspects of environmental protection and occupational health and safety, electroplating in particular meets the requirements of state-of-the-art technology. When the electroplating shop was put into operation, comprehensive emergency plans for the prevention of hazards and failure management were implemented which are continuously reviewed for effectiveness and adjusted accordingly.

Wieland is continuously audited by experts to ensure all legal standards are followed. These reviews build an independent basis for the activities of our local managers.

3.3 Environment

3.3.1 Environmental Policy

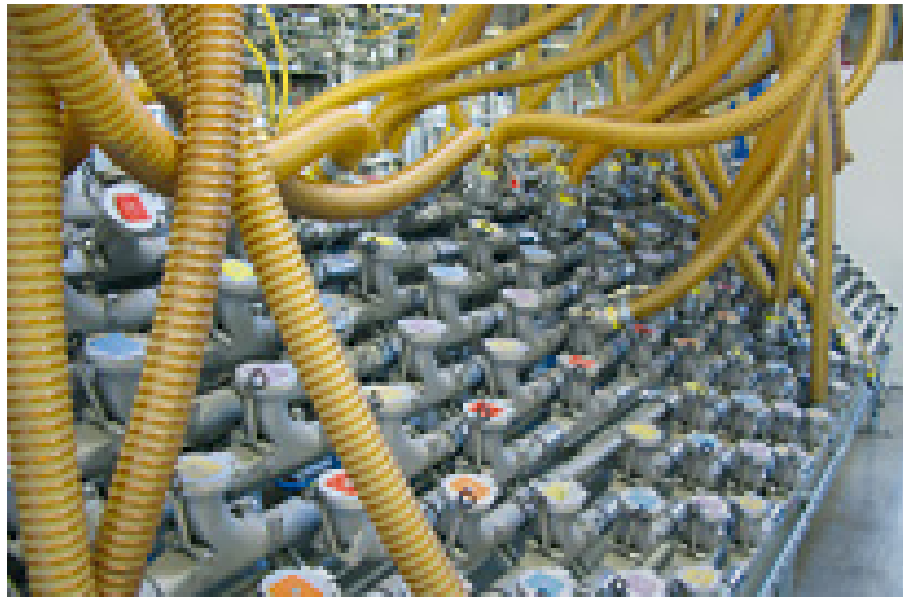
Environmental Policy	
1	Protection of the environment is an important entrepreneurial task for us.
2	All members of our staff are obliged to act in favour of environmental protection. We provide training and information to motivate our staff members to behave in an eco-friendly manner.
3	Meeting legal and official requirements as well as our company guidelines build the basis of our actions.
4	Regular reviews support to continually improve our management system and to document our achievements. We thereby follow the defined environmental goals.
5	In case of deviations from environmental policy we intervene with appropriate corrective actions.
6	We plan, set up, operate and develop our plant technology by employing state-of-the-art technology.
7	We fully utilize technical and economic possibilities in order to avoid waste and emissions. Where waste nevertheless is produced, we test recycling and recovery options for these substances. Non-recyclable waste will be disposed in an eco-friendly way.
8	We select, transport, store, use and dispose of process materials according to environmental protection measures. If we employ any subcontractors to do so, we validate their technical know-how and reliability.
9	We use raw materials and energy in an economical and eco-friendly way. We pursue this goal from development to disposal of our products.
10	In all matters of environmental protection we cooperate with the public authorities and with associations and other technical institutions. We provide open and objective information on all matters of internal environmental protection.
11	We provide our customers with appropriate information on environmental aspects regarding our products.
12	We pursue the target of involving our contract partners in improving our environmental performance.

3.3.2 Green thinking

Raw materials are becoming more and more valuable and their extraction is becoming more complex and detrimental to the environment. That's why we have to handle resources as carefully as possible in the future. Wieland comprehensively fulfils these requirements even today. All processes and procedures which are relevant to the environment are effectively supported by process-oriented management. The green principle is used at Wieland - from production and installation right through to the application: Always with clear focus on resource-saving rationalization potential. Environmentally compatible products like the **gesis®** plug connector with snap-in technology and the **podis CON** power bus with piercing contacts are essential examples for this philosophy. Each of these contact systems saves space, and is reusable in context of a new installation being built.

3.3.3 Environmentally friendly production

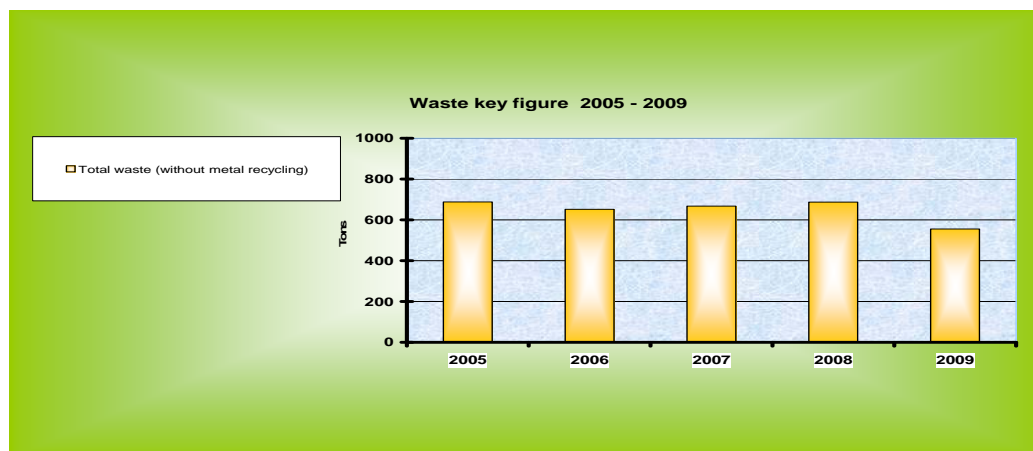
Wieland acts for the global sales markets of tomorrow. Saving resources and achieving comprehensive environmental compatibility are the focus of our production. Even today, Wieland is developing methods to use existing raw materials as widespread as possible and to recycle waste. Our success is considerable. Production of plastics with 99 per cent granulate usage has already been achieved.



Waste

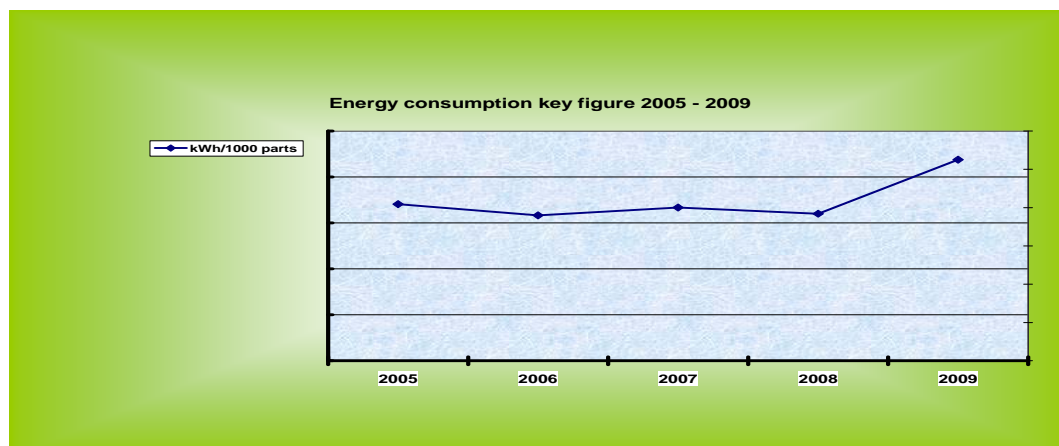
Avoiding waste is Wieland's top priority. If waste cannot be avoided, we look for methods to recycle it as efficient as possible. The last option is to dispose waste in an eco-friendly way. Recycling and disposal is exclusively performed by service providers who have implemented an Environmental Management System. Additional references and the results of our own evaluations are the criteria for the selection of recycling companies.

In order to perform an objective evaluation of this environmental aspect, the key figure **Waste volume per manufactured product** was introduced. Over a period of time a clear reduction of the Waste volume can be seen on the basis of consistent avoidance strategies in production design and production.



Energy

As Wieland is a company with energy-intensive production methods, our top priority is put on saving energy, which is also reflected in the environmental goals and the environmental program. We use the existing savings potential through targeted investments in energy-saving operation and production technology. As the absolute consumption measures strongly depend on production utilization and climatic variability, the key figure "Energy consumption per manufactured product" was introduced; therefore the current values do not reflect the savings in this area.

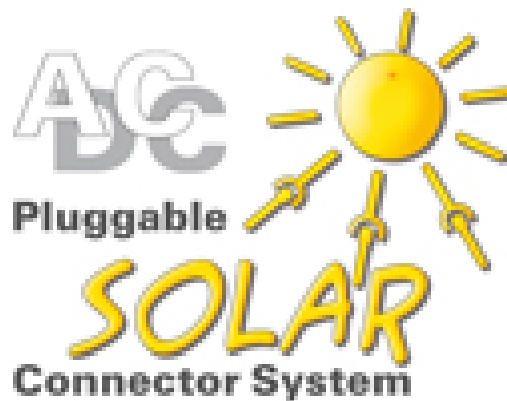


3.3.4 Renewable Energies

Pluggable installation has customarily been used only for the DC side of a photovoltaic system until now – with the **gesis®** AC SOLAR round connector series, installation on the AC side now also profits from the advantages of a pluggable connection: Time savings go along with assembly, clear structure and easy maintenance.

Installations in the AC range can now be completed quickly and safely using a system consisting of a mere 4 basic modules. The components are consistently designed in IP 65...68 degree of protection and thus brave the roughest conditions.

The high cross section enables a current carrying capability of max. 25 A and thus enables connection with powers of up to 5 kW (peak). Another advantage, especially for maintenance operations: all cables can be plugged live.



3.3.5 Environmental Management System and Partnerships



CERTIFICATE 

DQS GmbH
Deutsche Gesellschaft zur Zertifizierung von Managementsystemen

hereby certifies that the company

 **wieland group**
 **wieland**  **STOCKO**

Wieland Group
Brennerstraße 10-14
D-96052 Bamberg

has implemented and maintains an **Environmental Management System**.

Scope:
Development, production and sales of electromechanical
and electronic components of the connection technique

Through an audit, documented in a report, it was verified that the management system
fulfills the requirements of the following standard:

ISO 14001 : 2004

Certificate registration no. 059495 UM
Date of certification 2009-08-18
Valid until 2012-08-17


TGA-ZM-02-90

 
Michael Drechsel Jan Böge
Managing Director Managing Director



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3.3.5.1 Environmental management: EN ISO 14001 and EMAS

The company's environmental performance is evaluated in audits according to ISO 14001:2004 and in environmental company inspections according to EMAS by independent experts. Wieland proves, with these independent certificates by external experts, its clear commitment.

EMAS is the "Eco Management and Audit Scheme" of the European Union.

EMAS members are defined as follows:

- **Responsible:** they do more environmental protection than legally required by actively involving their staff
- **Credible:** they expose themselves to regular reviews by independent and state-certified environmental experts
- **Innovative:** they continuously improve their activities, products and services
- **Transparent:** they openly provide information about their work and seek active dialog with the public



In addition and to emphasize the company's commitment on the area of environmental protection and social responsibility, Wieland Electric GmbH became a member of the **Global Compact** of the United Nations in 2008.

www.unglobalcompact.org

3.3.5.2 Bavarian federation for environmental protection

The priority of the Bavarian federation for environmental protection is the foresighted avoidance of future environmental impacts and not their repair. At the same time the federation for environmental protection is the initiator for new ways, methods and topics, with the target of Bavaria's lasting development. This reflects itself in the emphasis of the new federation for environmental protection with the fields of climate and energy, lasting mobility, environmental technology and efficiency of resources.

By participating in the **Umweltpakt Bayern** (Bavarian federation for environmental protection) the company has committed itself to continual improvement and refinement of its complete environmental management.

3.4 Social Responsibility

3.4.1 Lebenshilfe Bamberg

For over ten years, Wieland Electric has supported Lebenshilfe Bamberg's workshops, which help to rehabilitate disabled individuals into the workplace. An important aspect of this work is the "Integra MENSCH" initiative to support young people with mental or physical disabilities to find a job on the labour market.

Lebenshilfe Bamberg will also benefit from our centenary: All proceeds from our company chronicles will be donated to the "Integra MENSCH" project. You can also order the book at amazon or at several bookshops in Bamberg. It is available in German and English version.

For more details see <http://www.lebenshilfe-bamberg.de/>

3.4.2 World Heritage Run

In 2003, Franconia's largest fun run took place for the first time in the impressive scenery of Bamberg's historic town. In 2009, there were more than 11,000 runners supported by more than 40,000 spectators. Wieland Electric sponsors this major sport's event and there is always a team of Wieland employees on the starting line.



3.5 General processes

Supply Chain Management and the selection of business partners: It is a fixed part of our selection process to evaluate suppliers by their quality as well as by their environmental and social responsibility. We want to ensure that the complete supply chain follows the same rules and standards as Wieland itself does. Therefore, the general rules for evaluation and selection of suppliers have been extended to questions concerning environmental and social responsibility aspects.