



Phoenix Contact Corporate Social Responsibility - Communication on Progress in 2005/2006

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1. Organisational inclusion and definition of Corporate Social Responsibility at Phoenix Contact

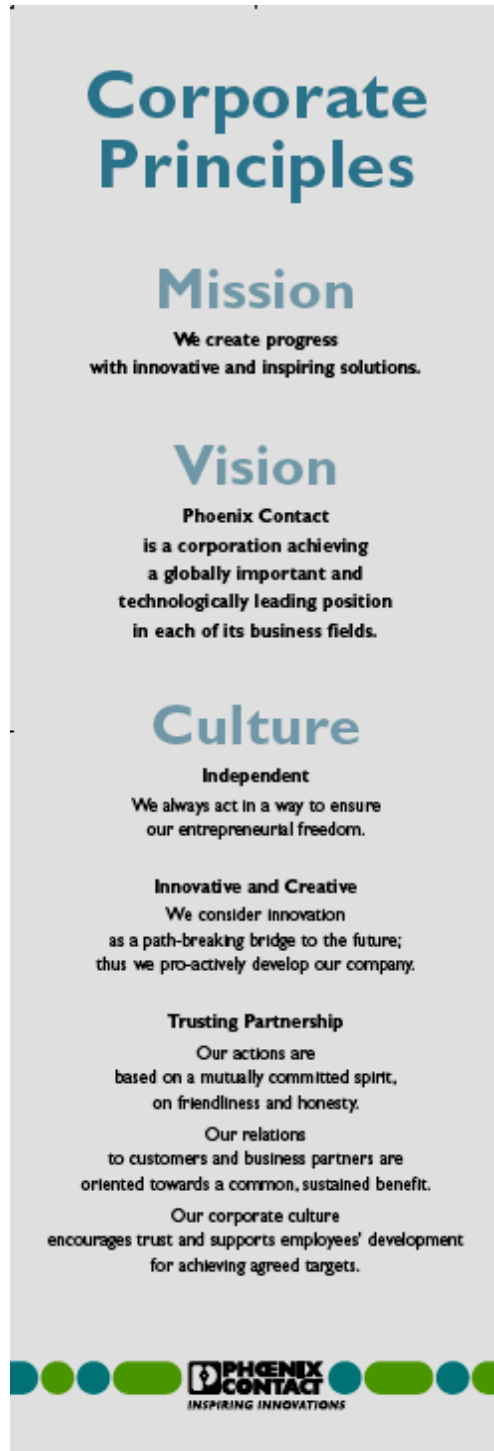
The Phoenix Contact Corporation

Phoenix Contact is a privately run company, independent in entrepreneurial terms. With development, production and sales of electrical connection technology and electronic automation technology, the company developed into one of the global market leaders in this field. In 2006, some 8.400 employees worldwide generated an annual turnover of approx 941 Mio Euro, 35 % on the German market and the remaining 65 % in international sales.

In Germany, the Phoenix Contact Corporation has 5 locations with 4.900 employees. Another 3.500 employees work in 40 international subsidiaries in all important industrial markets as well as in 5 production locations abroad. Founded in 1923 in Essen, the corporate Headquarters today are located in East-Westphalia (Germany).



Corporate Principles – the values of Phoenix Contact worldwide



We create progress with innovative and inspiring solutions. This mission is the motor behind all activities in the Corporation. Known as a very innovative company, Phoenix Contact again and again puts its mark on new markets. Approx 6 % of the turnover is invested in research and development.

The independent decision-making ability in form of entrepreneurial independence guarantees long-term innovation ability of Phoenix Contact and thus is the most important value in the corporate strategy. However, the company can only be innovative with highly motivated and highly qualified employees. This fact decisively influences the Corporate Principles of the Phoenix Contact Corporation. In the Corporate Culture, one of the main elements of the Principles, we laid down that our actions are based on a mutually committed spirit, on friendliness and honesty.

Implementation of Corporate Culture

The Corporate Culture must be lived actively and out of principle. The Corporate Principles were established by the owners and Executive Vice Presidents themselves. In doing so, they did not re-invent them. The values, developed over many years and already lived by all employees, were written down systematically and renovated as orientation for the future. In numerous workshops, the Executive Vice Presidents themselves made all managers worldwide as well as many multipliers familiar with the Corporate Principles.

As a matter of course, the Corporate Principles also considerably influence the cooperation with business partners. Within the Phoenix Contact Corporation worldwide, they are binding and implemented according to the following principles.

Our customers and business partners benefit of...

... a company management and personnel policy that is based on ethical principles. The Corporate Culture is founded on trust and employees' development for achieving the agreed targets.

... of a cooperation that is oriented towards a common, sustained benefit. A worldwide sales network furthers customer proximity in all important world market regions.

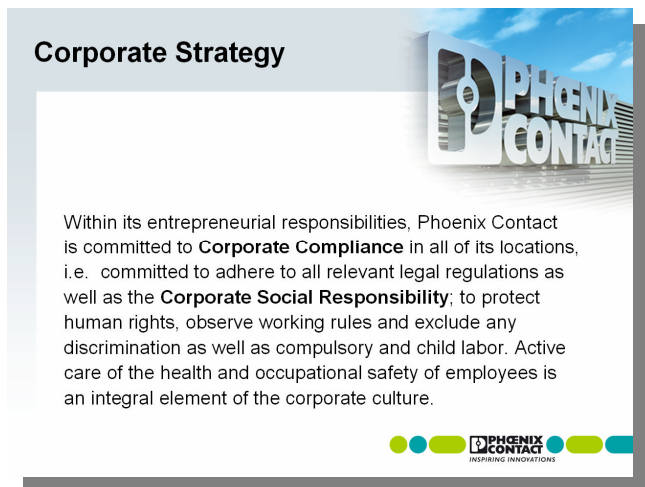
... of a complete program of electrical connection and automation technology coupled with short delivery times and high reliability. Products, solutions and service have a consistently high quality.

... of an innovative power that is characteristic for all products as well as development and production processes. The Corporation has a high production competence in all relevant production processes. Practised environmental protection is an integral part of our corporate policy.

Entry to United Nations Global Compact and integration in the company strategy

With the aforementioned values, Phoenix Contact is committed to social responsibility. It was a natural step for the company management to support the 10 principles of the United Nations Global Compact, which was underlined by the entry in 2005.

Right after joining the United Nations Global Compact, the company strategy was completed. Corporate Social Responsibility thus became an integrated part of it.



Corporate Strategy

Within its entrepreneurial responsibilities, Phoenix Contact is committed to **Corporate Compliance** in all of its locations, i.e. committed to adhere to all relevant legal regulations as well as the **Corporate Social Responsibility**; to protect human rights, observe working rules and exclude any discrimination as well as compulsory and child labor. Active care of the health and occupational safety of employees is an integral element of the corporate culture.

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Organisational integration of Corporate Social Responsibility

The Executive Vice President responsible for Personnel, IT and Legal Matters, Prof. Dr. Gunther Olesch, defines and pursues the targets for expanding Corporate Social Responsibility worldwide. Within the concretization and implementation, he hereby cooperates with his colleagues from the Executive Board, all General Managers from the subsidiaries as well as the Human Resources Dept. Prof. Dr. Olesch also pushes the constant communication of this important subject worldwide and towards the owners of the Corporation.

Already in 1998, Phoenix Contact in Germany was certified according to the environment management system ISO 14001 in three locations. This certification was expanded in 2002 to the locations in Poland, the USA and Switzerland. In October 2004, Phoenix Contact was also granted the certificate according to OHSAS 18001 for industrial safety within another comprehensive management audit. This applies to the German locations as well as the production plant in Poland, and in 2006 was also granted to the subsidiary in the USA. The expansion of both certificates to further locations is being planned.

2. Communication of Corporate Social Responsibility towards managers and employees of the international Phoenix Contact Group as well as to the shareholders

In September 2005, the regular strategy meeting of all Executive Vice Presidents, executive employees, General Managers and representatives of the shareholders took place in Nanjing, China. There, Prof. Dr. Olesch on behalf of the Executive Board announced the orientation towards Corporate Social Responsibility as fundamental decision.

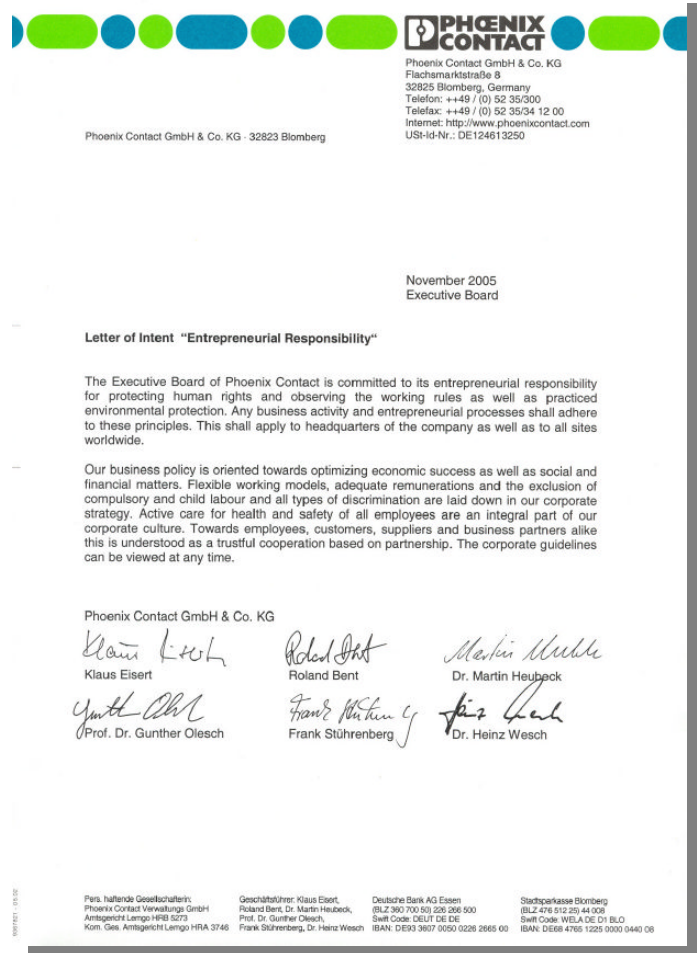
Our Approach

- The Board agreed to implement Corporate Social Responsibility (CSR)
- It will be included in our existing Integrated Management System in addition to ISO 9000, 14000 and OHSAS 18001
- First activities have started at headquarters in Blomberg in May 2005

The Executive Board will provide a letter of declaration of Corporate Social Responsibility for all subsidiaries in October 2005



The announced Letter of Declaration to all General Managers worldwide was mailed in November 2005. It describes the commitment of the Corporation as regards its responsibility for protecting human rights. It was communicated to all companies and also given to business partners upon request.



At the International Sales Conference in April 2006, again under the participation of all Executive Vice Presidents, executive employees, General Managers worldwide as well as the shareholders, Prof. Dr. Olesch on behalf of the Executive Board announced that Phoenix Contact had joined the United Nations Global Compact. The strategy on Corporate Social Responsibility as part of the corporate strategy was again emphasized by Prof. Dr. Olesch. In addition, he pointed out that Phoenix Contact will regularly report on the progress of the activities regarding Corporate Social Responsibility and include all international companies by means of surveys on activities.

Corporate Social Responsibility

- Social Responsibility became part of the Corporate Strategy
- Letter of intent from the board for you towards your customers in November 2005
- Phoenix Contact joins the **UN Global Compact** since **July 2005** to underline the commitment to CSR

► Communication on Progress – COP in the Internet (www.globalcompact.org)

- We will demonstrate some of our Corporate Activities in the Internet:
Examples, Case Studies, Projects

ISC April 2006



The key activity for 2006 was the 'Promotion of education as basis for social welfare'. The activities recorded through surveys will be presented in the next chapter.

3. ‚Promotion of education as basis for social welfare’ – the current key focus 2006 within the implementation of Corporate Social Responsibility

As first activity focal point, the international promotion of education and training in cooperation with educational institutions was proclaimed for 2006. Education and training are relevant elements for social welfare as well as for the development of a society in which human rights are protected.

The Executive Board of Phoenix Contact wants to further education and training in all regions throughout the world in which the company is active. All companies of the Phoenix Contact Corporation were asked to contribute. In this connection, the focus is on cooperations with educational institutions to support them in their work to achieve a high educational level. Financial support but also content-related cooperation or projects are in demand.

In autumn 2006, the activities were analysed through a systematic worldwide survey. All Phoenix Contact companies were asked to describe their measures under the following view points:

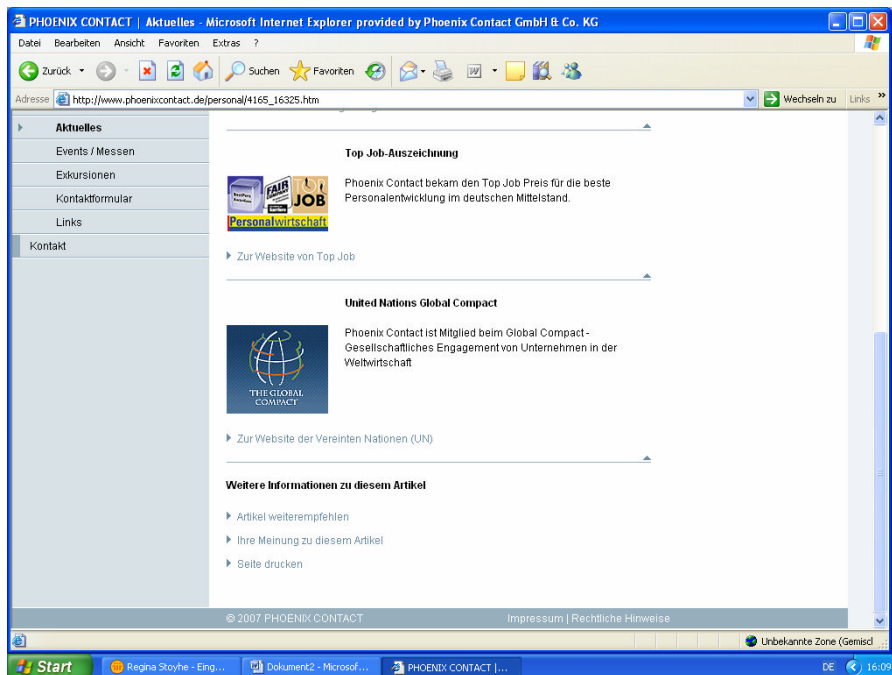
1. Definition of measure
2. Name of educational institution with which they cooperated
3. Description of activities in a few words
4. Type and size of cooperation with
 - a. Provided personnel resources in man days
 - b. Financial sum
 - c. Material support

The number of measures in 2006 for promoting education and training in cooperation with educational institutions presently amounts to 32 throughout the world. The individual activities are annexed to this report.

The ‚Promotion of education as basis for social welfare’ will remain a focal point in the Corporate Social Responsibility activities of the Phoenix Contact Corporation. It supports the social welfare and justice and counteracts the unfavourable demographic development to be expected in many regions of this world. Unfavourable demographic development often is the reason for poor living conditions, deficient care, bad economic development, but also social unrest. To actively face it hence is an important contribution in social responsibility.


4. External communication of Corporate Social Responsibility

A first step of communicating the Phoenix Contact Corporate Social Responsibility to the outside was the inclusion of the Global Compact logo as well as the Internet link to the homepage of Global Compact in the Phoenix Contact Internet Homepage.




To generate a better understanding for the concern of Corporate Social Responsibility, in June 2006 a broader corporate-wide definition was developed and communicated.

Corporate Social Responsibility Appreciation at Phoenix Contact



A company shows Corporate Social Responsibility when it implements activities that lead to the general well being of the region and the countries in which it operates as well as to its own advantage, and which are not requested by legislation. (The benefit for the general well being hereby should be more pronounced than one's own or at least equal).

Corporate Social Responsibility is exercised by a company worldwide when it observes the standards of the UN Global Compact.



In the future, this definition will mark the communication of Corporate Social Responsibility within the Phoenix Contact Corporation but also serve as explanation towards third parties as regards what Phoenix Contact understands by social responsibility.

Together with the Chambers of Industry and Commerce responsible for Headquarters, Phoenix Contact has organized information and discussion rounds on the subject of Corporate Social Responsibility. Thus on the one hand we underline our own commitment and on the other hand we bring this important subject to the attention of the public and create interest for it. Extensive press releases were published on two events.

Gesellschaftliches Engagement lohnt sich

Veranstaltung zu CSR in der Industrie- und Handelskammer

■ Detmold (da). „Menschen sind der entscheidende Faktor.“ In diesem Satz fasst der rheinische Geschäftsführer des Ausburger Arzneimittelherstellers Betafarm, Peter Walter, zusammen, warum es beim gesellschaftlichen Engagement ausreicht. Der Erfolg gibt ihm Recht. Betafarm, inzwischen neunzig Jahre alt, gilt in Fachkreisen als Vorbild für CSR.

Um dieses Kriterium, das für den englischen Begriff „Corporate Social Responsibility“ – also gesellschaftliche Verantwortung von Unternehmen – steht, definierte sich gestern Abend alle bei einer gut besuchten Vor-



Gegen die Automatenindustrie: Unternehmen sollten ihr gesellschaftliches Engagement so anlegen, dass es nicht leicht nachahmen ist, empfiehlt Peter Walter, Geschäftsführer des Beta-Instituts für angewandte Sozialforschung.



Klar bekennen: Unternehmer sollten nicht verschweigen, dass ihr soziales Engagement in erster Linie dem Wohl des Betriebs gilt, meint Professor Dr. André Habisch von der Katholischen Universität Eichstätt.

drufen, nichts mit Philanthropie zu tun hat. Sie sehen dort eine Aktivität als geeignetes Mittel an, sich in einem hart umkämpften Markt vom Mitbewerber abzuheben. Und sie applaudieren auch deutlich an die Anwesenden, die wirtschaftliche Interessen bei Nachfragen nicht zu leugnen.

Es geht in einer Zeit, in der sich der Staat immer mehr aus vielen Bereichen zurückzieht, schließlich um die Herausforderungen der Suche nach besseren Lösungen für die Herausforderungen der 21. Jahrhundert. Und da sei es nur konsequent, dass beide Seiten, Unternehmen wie Gesellschaft, davon profitieren. Wollten sie das, so ein klares Konzept erforderlich, das immer wieder überprüft werden

musse. Wie das aussehen kann, schilderte Walter am Beispiel Betafarm. Der Generalkarstell, Anfang der 1980er Jahre gegründet, engagiert sich früh im Bereich der Nachsorge schwer oder chronisch erkrankter Kinder („Lieberer Kreis“) im Großraum Augsburg, gründet dann eine Stiftung, um dieses Modell bundesweit zu propagieren, und fördert rund um Beratung, Schulung und Versorgung tätig ist. Walter geht davon aus, dass rund 80 oder 400 Millionen Euro für die Betafarm an Detmold's Laboratories in Hyderabad verknüpft wurde, auf diese sozialen Aktivitäten zurückzuführen sind. Diese Investitionen sind also auch finanziell

Engagierte Unternehmer investieren in die Zukunft

Veranstaltungsreihe will Firmen animieren, sich gesellschaftlich und sozial einzubringen

■ Kreis Lippe (sb). Tue Gutes und rede darüber – getreu diesem Motto wollen drei Unternehmen aus Lippe gemeinsam mit der Industrie- und Handelskammer Lippe zu Detmold (IHK) mit einer neuen Veranstaltungsreihe Unternehmer dazu animieren, sich offensiv sozial und gesellschaftlich zu engagieren. Den Auftakt bildet eine Informations- und Diskussionsveranstaltung am 28. August im Haus der IHK.

„Unternehmerische Verantwortung ist eine Investition in die Zukunft“, lautet die Überschrift. „In Wirtschaftskreisen ist dieses Thema unter dem Schlagwort Corporate Social Responsibility (CSR) derzeit sehr aktuell“, so Angela Josephs-Olesch, Pressereferentin beim Bomberger Unternehmen Phoenix Contact, das gemeinsam mit der Volksbank Detmold, der Lippschen Landes-Zeitung und der IHK die öffentliche Vortragsreihe mit Experten ins Leben gerufen hat. Ziel sei es, das Thema begreifbar zu machen und seine unterschiedlichen Facetten zu beleuchten. „Nicht nur die große-

ren Unternehmen, auch kleine Handwerksbetriebe können etwas tun“, unterstreicht Josephs-Olesch und denkt dabei etwa an den Malerbetrieb, der einen Klassenraum streicht, den Florentisten, der eine Parkbank stiftet oder auch den Mittelständler,

der sich besonders in Bereichen wie Ausbildung, Vereinbarkeit von Familie und Beruf oder Umweltschutz einbringt. Egal ob Kultur- oder Fachhochschulsporing, Stiftungsgründungen oder das vielfältige Engagement der Kredit-

institute der Region – viele Dinge passieren in Lippe schon, nicht alles dringt aber an die Öffentlichkeit, sagt Rainer Giesdorf. „Man muss nicht laut darüber reden, aber man muss auch nicht schweigen“, meint der Verleger der Lippschen

Landes-Zeitung. „Eine gute Reputation ist für ein Unternehmen wichtig“, plädiert ihm IHK-Hauptgeschäftsführer Axel Martens bei.

Günter Vogt, Vorstandssprecher der Volksbank Detmold, hat darüber hinaus auch im Blick, dass Unternehmen Mitarbeiter in der Ausführung ihres Ehrenamtes unterstützen sollten: „Es geht nicht nur um Profit. Man kann in einer Region wie Lippe nur leben, wenn man sich dort auch engagiert.“

In einer öffentlichen Informationsveranstaltung mit anschließender Diskussion wird am Montag, 28. August, ab 19 Uhr zunächst der Theologe und Volkswirt Prof. Dr. André Habisch das gesellschaftliche Engagement als Wettbewerbsvorteil beleuchten und Strategien für kleinere und mittelständische Unternehmen nennen.

Als zweiten Referenten kommen die Initiatoren den Pharmazeuten Peter Walter gewinnen, der 2002 für besonderes unternehmerisches Engagement ausgezeichnet worden ist. Weitere Vorträge folgen im Herbst sowie im Frühjahr und Sommer 2007.



Wollen unternehmerisches Engagement in Lippe forcieren: Günter Vogt (Volksbank Detmold), Axel Martens (IHK Lippe-Deimold), Angela Josephs-Olesch (Phoenix Contact) und Rainer Giesdorf (Lippsche Landes-Zeitung, von links), initiieren die neue Veranstaltungsreihe.

In his book about “German Standards” with focus on “Entrepreneurial Responsibility”, published in 2006, the renowned publisher Florian Langenscheidt presented 74 companies that according to his and his Advisory Board's view show entrepreneurial commitment for Corporate Social Responsibility to a great extent. Among them ranks Phoenix Contact on a total of 4 pages (248-251). This is a sign for the Executive Board that the company activities are perceived as a contribution to social responsibility and their communication is also understood.





On 9 December 2006, the international TV station 'Deutsche Welle' broadcasted a report on corruption in various regions of this world. Besides critical contributions they also interviewed companies. The Executive Vice President Frank Stührenberg, responsible for International Sales, clearly distanced Phoenix Contact from any corruption in an interview broadcasted in the program – this, too, is an open commitment to one of the 10 Principles of Global Compact.

Phoenix Contact – We create progress with innovative and inspiring solutions.

Our actions are based on a mutually committed spirit, on friendliness and honesty.

Our relations to customers and business partners are oriented towards a common, sustained benefit.

Our corporate culture encourages trust and supports employees' development for achieving agreed targets.

Blomberg, Germany, June 2007

Corporate Principles

Mission

We create progress
with innovative and inspiring solutions.

Vision

Phoenix Contact
is a corporation achieving
a globally important and
technologically leading position
in each of its business fields.

Culture

Independent
We always act in a way to ensure
our entrepreneurial freedom.

Innovative and Creative
We consider innovation
as a path-breaking bridge to the future;
thus we pro-actively develop our company.

Trusting Partnership
Our actions are
based on a mutually committed spirit,
on friendliness and honesty.

Our relations
to customers and business partners are
oriented towards a common, sustained benefit.

Our corporate culture
encourages trust and supports employees' development
for achieving agreed targets.

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Annex to the Phoenix Contact Corporate Social Responsibility - Communication on Progress Report 2005/2006
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Name of the activity	Name of the institution and brief description of the activity (i.e. in keywords)		Extend and kind of support			
		Personnel resources in man-days	Financial support	Material support	y = yearly m = monthly p = per project	Country
Thesis and education	Hogeschool West-Vlaanderen, close relationship with Automation department. We work together for thesis, education to customers and students, material for the education of the future electrical/automation engineers.	7		x	y	Belgium
Basic School	Constructed six Phoenix contact hope school		x		p	China
Basic School	Donation students in poor area		x		y	China
Basic School	Donation orphan			x	y	China
High education	Providing Phoenix contact scholarship and stipend to students from poor families		x		y	China
High education	Supporting 4 technical universities and colleges build labs			x	p	China
Intern project	Cooperating with local technical school and providing internship opportunity				y	China
The mutual cooperation on the basis of an independent partnership with equal rights. Ensure the practically-oriented training of highly qualified engineers for the Chinese and German economy .To implement teachings and research projects in an application-oriented way. Design the teaching and laboratory conditions at CDHAW in such a way that it corresponds to the current requirements of technology, education and research. Enhance the traditional connections between Tongji University and Germany and between Phoenix Contact and China. Phoenix Contact will supply project contribution like for instance offering practical training positions, delegating subject specialists, supporting project planning for laboratories, setting up laboratory places / test installations.	Tongji University Shanghai	will be started	x		y-ongoing	China
Board Member	CEO serves on the Advisory Board of the University of Applied Sciences in Lemgo/Germany.	2			y-ongoing	Germany
Internship Program	Various schools and universities	40	x		y-ongoing	Germany
Job application training	Grammar School Bad Driburg, Secondary School Blomberg, Secondary School Bad Pyrmont and various other schools / 1 per school	8			y-ongoing	Germany
Metal- Project "Sound Railing"	Pestalozzi Schule Blomberg	5		x	y-ongoing	Germany

Co-Op Program	Co-Op program with Kettering University (formerly General Motors Institute) in Flint, Michigan. The students attend classes for 3 months then work for 3 months over a 5 year period.	10	x		y - ongoing	USA
Educational Improvement Tax Credit	As part of this program, Phoenix Contact allocates money to the program, which is then distributed to various approved organizations. One of the programs it supports is the Exchange City Learning Laboratory, sponsored by the Junior Achievement of S. Central PA. In this program students run various businesses, shops, etc. in a city based environment.				y-ongoing	USA
Future Business Leaders of America	Director of HR participates as a judge in the statewide Future Business Leaders of America yearly contest. This contest is designed to mold high school students into good corporate citizens and develop their business acumen.	16			y	USA
Internship Program	Internship programs with various universities throughout the region including Pennsylvania State University, University of Pittsburg, Millersville University, Shippensburg University and Elizabethtown University. Managers are required to give students complete at least one major project in the department, in addition to other tasks. Departments involved include all product marketing groups, IT, Communications and engineering. There are 15-20 internships awarded per semester.	30	x		y-ongoing	USA
Scholarship Program	This program is run by the Big 33 organization and provides 3 - \$1,000 scholarships for local high school students going on to higher education in an engineering field.		x		y	USA
Tutoring Program	Phoenix Contact employees spend time each week tutoring students at a local elementary school. The students are tutored in subjects such as Math, English and Science	144 hours			y-ongoing	USA
University Advisory Panel	Director of IT serves on an advisory board with Shippensburg University to develop and monitor the curriculum development of the Information Management Graduate Program. The goal is to design a program that will develop IT and Business Professionals for leadership and project management roles in Information Management and IT.	16			y-ongoing	USA
Wunderbot IV	This is a project developed by the Elizabethtown College Robotics and machine intelligence Laboratory. It is a 4th generation autonomous robot platform which will be entered in the 2008 intelligent Ground Vehicle Competition. The robot is designed to be an autonomous tour guide of the Elizabethtown College Campus.	4			y	USA
YTI Externships	Externship Program with York Technical Institute. Students work as skilled labor in our manufacturing area to fulfill their externship requirement. We generally have 2 students per semester.	5	x	x	y - ongoing	USA

Metal-Project (i.e. constructing a "Crazy Cycle")	Secondary School Bad Pyrmont	6		x	y-ongoing	Germany
Micro-Controller Competition	Various schools	5		x	y-ongoing	Germany
Pneumatic training course	Secondary School Steinheim	2			y-ongoing	Germany
Practical trainings for pupils	Various schools, 160 pupils per year	250			y-ongoing	Germany
Professorships	1 Executive Vice President and 2 employees act as voluntary professors at the University of Applied Sciences in Lemgo/Germany	13			y-ongoing	Germany
Sponsoring of products	Solarprojekt Freilassung e. V.			x	p	Germany
Foundation of laboratories	University of Applied Sciences Lippe/Höxter, Germany and Yildiz University, Turkey		x	x	p	Germany/ Turkey
Technical training	Cenfim technical school see www.cenfim.pt	30 hours			y	Portugal
Professional English	Logos-Express Profy POO MHTOM, Field of activity: English teaching	8 employees of PxC RUS, 2 times per week	x		m	Russia
Training for effective sales	Academy of National Economy. High school for Corporate Management, Field activity: Corporate trainings for top-managers and specialists. MBA	15 employees of PxC RUS/ 2 days	x		p	Russia
Seminar	Technical Engineering university college of Bilbao, participants > 50 pupils in last school year	1 day, 1 p		x	y	Spain
Seminar	Polytechnic university of Zaragoza, participants > 120 pupils-teachers	1 day, 1 p		x	y	Spain
Seminar	Innovation centre of the vocational training and permanent learning - TKNICA, participants= 20 teachers, San Sebastian	1 day, 2 p		x	y	Spain
Teaching staff training	Centres of professional high schools and polytechnic universities. Participants: 7 teachers	2 days, 3 p	x	x	y	Spain
Teaching staff training	Teaching staff of professional high schools of Castilla and Leon, participants: 28 teachers	10 days, 1 p	x	x	y	Spain
Foundation of a laboratory	Yildiz University				p	Türkei
Scholarship Program	The top 5 Universities rated for Business and Engineering in Ireland, England, Scotland and Wales we intend to offer a scholarship to each of the Universities (there will be a total of 10 institutions)		x		y	United Kingdom
Board Member	Manager of Strategic Initiatives - Marketing & Communications serves a member of the Industrial and Technical Advisory Board (ITAB) of the Pennsylvania State Harrisburg, Capital College. The board serves as a forum for the exchange of ideas and advice between the engineering programs and the industry	10		x	y-ongoing	USA
Board Member	Director of HR serves on the Education Board for the Pennsylvania Chamber of Business and Industry. This board serves as an advisory board for statewide institutions of higher learning.	8			y-ongoing	USA
Board Member	Manufacturing Production Manager serves on the Advisory Board for the electronics technology division of the York Technical Institute. In this capacity he helps set curriculum and facilitate interaction between the school and businesses	2			y-ongoing	USA