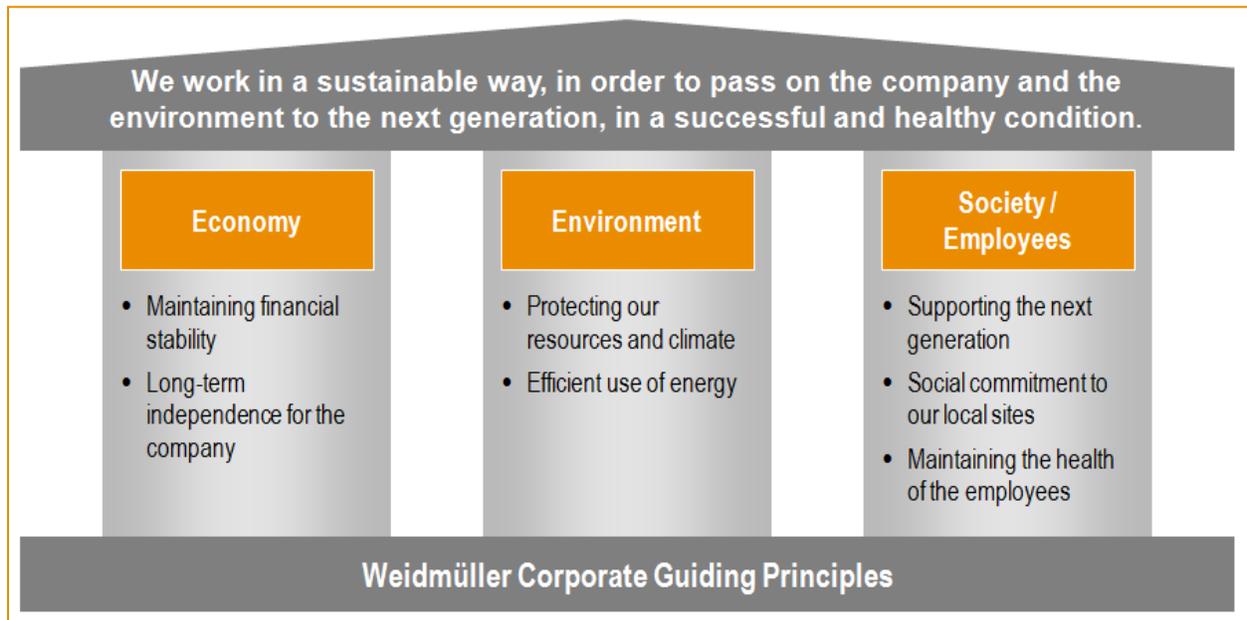




# **Sustainability at Weidmüller**

United Nations Global Compact  
Communication on Progress 2013

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## Connecting Sustainability

We all have to adopt a holistic approach to the way we work, in order to ensure a world that is just, viable and worth living in, now and in the future. This is why Weidmüller combines economic, ecological and social aspects of the current times in the way it works and is committed to striving to bring these different aspects into a state of balance.

As an internationally active family-run company, Weidmüller has been aware over generations of its own responsibility towards its staff and colleagues, towards society and towards the environment, not just at the Detmold location but worldwide in over 80 countries.

In this respect, we pursue our goals in a sustainable way. Weidmüller aligns its entrepreneurial commitment towards the positive development of and impact on its environment and our society. Our goal is to achieve a balanced interplay between entrepreneurial interest, the preservation of the environment and a sense of social responsibility. By concentrating on our strengths we seek to bring about positive developments in all three areas and to create value for all concerned.

We are facing up to and accepting our responsibility for the generations yet to come. The promotion of learning, a conservative approach to the use of resources and the strengthening of a culture of innovation are not examples of a new commercial approach for us. They have been a part of our corporate culture for generations. Sustainability is not a buzzword for Weidmüller but a corporate strategy that has been lived for decades. We face up to our responsibility by caring for our staff and by adhering to behavioural rules dictated by society, even going beyond the requirements laid down by statute and legislation.

We are delighted to be able to present many examples in the following pages, which demonstrate the various areas of Weidmüller's way of sustainable working. Discover connections and be inspired by them. Let's connect.



Harald Vogelsang

Chief Financial  
Officer



Dr Peter Köhler

Chief Executive  
Officer

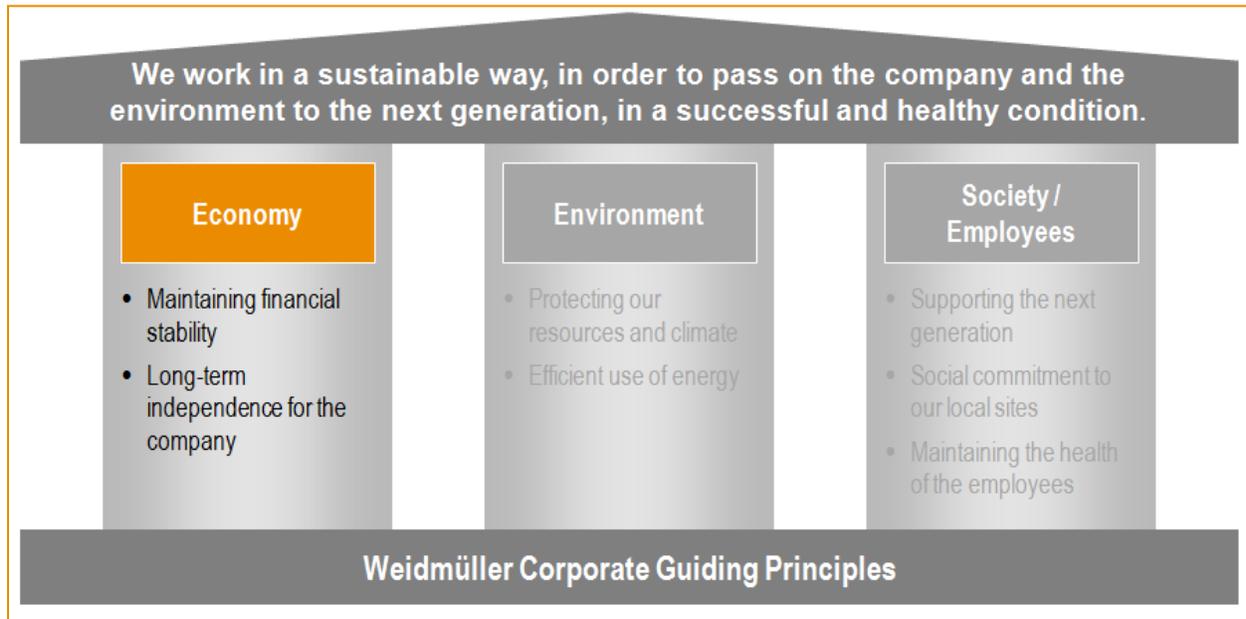


Volpert Briel

Chief Marketing & Sales  
Officer

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In order to improve readability we shall refrain from using both the female and male forms of words and personal pronouns. All personal designations apply equally to both genders.



## Economic Sustainability

Stability and independence. In order to safeguard a secure future, Weidmüller does business responsibly, always with a focus on maintaining financial stability and long-term independence. This allows us to steer a safe course through economic peaks and troughs, to safeguard jobs and to grow solidly. In this way, we live the concept of economic sustainability through self-reliance and independence.

### Business needs constant and consistent values - Weidmüller's tradition of sustainability

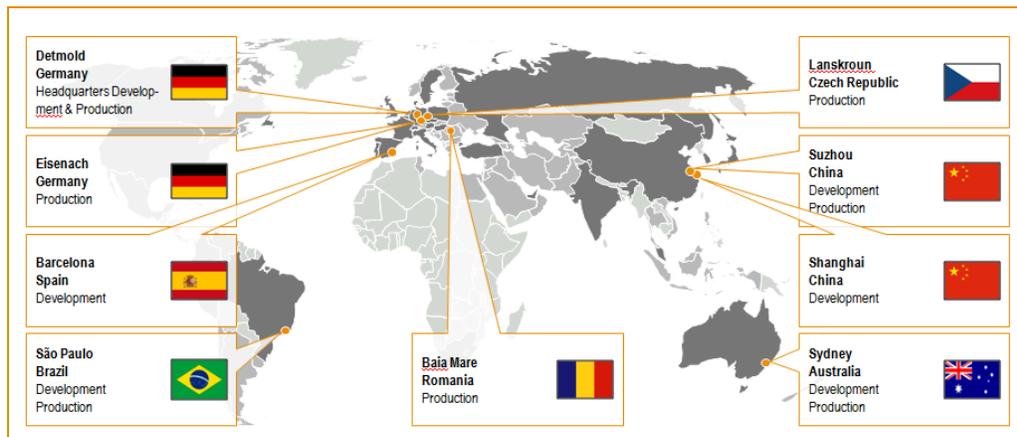


We do business based on our corporate values. And this allow us to achieve stability and a sustainable result for our work through our customer focus, through permanent innovations, through a high expectation of quality in our own products and through our own performance-driven and committed employees. These four corporate values formed part of the mission statement developed back in 1987 by Peter Gläsel (photo), father of the current Chair of the Supervisory Board Christian Gläsel and continue to be at the heart of the way Weidmüller does business. Continuous innovation in the area of our

products and processes safeguards our long-term competitiveness. It both calls for and supports creativity from all areas of our company and from every single member of staff. We match and exceed the justified expectations of our customers to this day with premium products, both in terms of quality and functionality, with a fair price-to-performance ratio and with outstanding logistics, thanks to which, Weidmüller products are available around the world. In 2012, we were able to impress over 24,000 customers of this with 200,000 deliveries each month. 4,400 qualified, committed and performance-driven employees, with a strong feeling of identification with Weidmüller, contribute to our global economic success. Weidmüller has always relied on them and will continue to do so in the future.

### **Business needs security - Weidmüller plans and carries out its business responsibly**

We are very aware of our responsibility, both as employer and economic driver, towards our six Development facilities, our seven Production facilities and our eight Development centres for application-specific solutions that are spread around the world. By modelling technical scenarios, we protect our commercial development and our locations. We draw up strategies for different developments and trends, which prepares us for any scenario. This enables us to react quickly and responsibly and where necessary to take counter measures, without losing sight of



our long-term goals. The crises of the last few years and the uncertainties of the years ahead present companies in

Germany and throughout the whole globalised world, with big challenges. And it is no different for Weidmüller. Through our strategic scenario planning that is centred around a forward-looking business approach, we have been able to react in an appropriate way to all the market developments that the last months have thrown up and will continue to be in a position to do this into the future.

## **Business needs proximity - Weidmüller commits to the regions where its locations are**



We are strengthening our roots and in this way we are strengthening the region around our company headquarters, Ostwestfalen-Lippe. That is why we also grow locally, through the expansion of our production halls, for example; from the opening of the new production line in June 2011 to the latest expansion of the production areas, e.g. in Romania. When sourcing materials and services, we actively promote the use of local suppliers at our global locations and in this way we support not only the commercial development of the areas where we are located but also the protection of the environment and the climate by reducing the emissions caused by transporting materials over long distances. We are active in the jobs market in our home region and we establish connections to specialists and young potentials through employment fairs such as “Beruf live” run by the Detmold Chamber of Commerce or “my job-OWL”. We network globally with educational institutions near our locations through our Weidmüller Academies, where together we search for advancement and innovative capacity within the region. Through partnerships and sponsoring, we take every opportunity to foster learning possibilities for young potentials as well as cultural life

## **Business needs responsibility - Weidmüller creates economically sustainable networks**



Weidmüller is represented in various networks and is actively engaged in economic debates and decisions. In July 2012, our CEO Dr. Peter Köhler was elected by the Federation of German Industries to be Chair of the Industrial Affairs Committee (IACO) of “BUSINESS EUROPE”, the Confederation of European Business. In this position, he gives a stronger voice to the German Mittelstand at a European level and has dedicated himself in particular to promoting the balance between

economic considerations and the protection of the climate and the environment. A further honorary post held by Dr. Köhler is that of Chair of the German Electrical and Electronic Manufacturers' Association (ZVEI), in which position he was re-elected in June 2011 and where he promotes the innovative strength of the industry by



focusing on next-generation technologies. Responsible leadership with an eye on the future and innovation: Weidmüller's admittance to the circle of "Germany at its best: Nordrhein-Westfalen" confirms the importance and the success of this cornerstone of economic sustainability. Being admitted into the circle of the Climate Protection Companies in March 2013 also shows that Weidmüller is serious about running its business along sustainable lines. In connection with the award, CFO Harald Vogelsang accompanied Dr. Philipp Rößler, Germany's Minister of Economics and Technology to the German-Turkish Energy Forum and presented "Energy-Efficient Networks" in Ankara.

### **Business needs connections - With companies and institutes**

As a core company within the German leading-edge cluster "it's OWL – Intelligente Technische Systeme OstWestfalenLippe", Weidmüller focuses entirely on technological innovation and in this way supports the regional economy. From the birth of the idea of creating a leading-edge cluster, we have built on the fusion of business and



knowledge. Together with 174 companies, universities and research institutes, "it's OWL" won the leading-edge cluster competition run by the German Federal Ministry of Education and Research in January 2012. At the heart of the strategy of the leading-edge cluster are 46 innovation projects, with an overall volume of 100 million Euros, which are being driven forward by industry. Through five cross-sector projects, universities and spin-off competence centres deliver fundamental and application-based cutting edge research. The technology platform of

the cluster provides the basis for a broad range of knowledge transfer. At Weidmüller itself, two research projects have already been integrated into the day-to-day production process, which support production that is efficient and sparing in its use of resources. We strengthen the sustainability of the cluster with more than just financial support, by converting technical performance advantages into customer benefits, thereby safeguarding the continuing survival of “it's OWL”. We drive forward social and ergonomic technical design as part of the cluster's strategy. We have defined protection against product piracy as an important goal and we open up new opportunities to senior managers. Within “it's OWL”, we are creating an innovative technology platform for commerce and science to work together, whilst always keeping an eye on ecologically sustainable developments and the furtherance of the interests of society at large. The company is also focusing on cooperation with universities and educational institutions in Singapore. There is close liaison between the local Weidmüller Development Centre and the “Singapore Polytechnic”, which generates project-based collaborative work.

## **Business creates trust - Weidmüller is top employer since 2008**



In 2013, for the fifth time, the CRF Institute gave Weidmüller its Seal of Quality as Top Employer for Engineers, in recognition of its strong commitment to its role as an employer. Weidmüller is characterised particularly by the excellent career opportunities it offers. But it also stands out in the categories of remuneration, retirement provisions, holidays, work-life-balance and training and development options, which all led to it being given the coveted award. As an employer, Weidmüller always strives to offer its employees the best conditions. The company not only focuses on providing fair remuneration packages but also on its work-life-balance options, on a package of measures to promote good health, such as sports courses and nutritional advice, on extensive training measures and on nurturing young potentials through the Weidmüller Academy. The company has also already been given awards in respect of the work done by the Academy, for example the Trainee Seal 2011 or the award as Fair Company for Weidmüller's commitment to providing attractive training courses and to giving young potentials a more than sporting chance to develop their skills. The career orientation programme through which

Weidmüller gives students comprehensive insights into both technical and commercial careers, was awarded the Herman Schmidt Prize for the first time in September 2011. The programme also includes appropriately designed training courses, vocational study options or traineeships, which offer different opportunities for professional and personal development. In China, the Weidmüller Group company with its production facilities, sales team and Asia Academy, was given the well-known Gongkong award both as Best Innovator and Best Employer. Weidmüller has received multiple awards as a result of its commitment in China. In 2011, the company was given the well-known “Gongkong Award” as the Best Employer. In the same year, Weidmüller's President Greater China, Victor Wan, was given the award as Best Innovator in the Country. As well as its long-term commitment, the positive effects of the targeted investments made in the country were included during the assessment of the Group company. With a modern logistics centre, a sales team and the founding of the Asia Academy, Weidmüller is demonstrating that it is focusing on a long-term and sustainable commitment to the region.

### **Business needs openness - Employee participation in decision-making**



Satisfied, committed and ambitious employees are what turn a good company into a great company. Weidmüller is aware of this and as a result fosters its staff both

by providing healthcare packages and by providing motivational options for an active participation in shaping the company. In 2012, Weidmüller carried out a second anonymous survey of all employees, this time throughout the whole of Europe. The questions included asking employees how satisfied they were with Weidmüller as an employer, how they rated the working atmosphere, how good communication was within the company and about decision making within the corporate structures. Over 60% of all employees who were sent the questionnaire responded and the results of the survey showed that measured against the European industry average, Weidmüller achieved an above-average rating in almost all of the categories that were surveyed. Across Europe, all departments have held workshops to develop solutions and improvement measures, which management are responsible for implementing.

## Business needs commitment - Improvement and suggestion schemes

Weidmüller employees are actively engaged in the company's further development both by using a tool available in the Intranet but also through personal discussions with local contact persons. Both small improvements resulting from day-to-day work as well as wide-ranging process changes or product suggestions can be included in the idea management pool. There is a structured point system that brings financial and material bonuses depending on the scope of the quality improvements and also the company presents an annual prize for the best idea of the year. The improvement suggestions are assessed by a trained team consisting of staff from



Production, HR, Logistics, Technological development, Idea management, QM, Tool making and the Works council. By extending the system that was introduced back in 1976 to include China, Romania and Brazil, Weidmüller has established its Idea management concept globally, providing a permanent vehicle for optimising its products and processes. Weidmüller regularly stages themed competitions that are aimed at generating further innovative ideas. Weidmüller favours the awarding of non-cash prizes to local suppliers and in this regard too, it promotes local business.

## Business needs efficiency - The Weidmüller Production System (WPS)



Efficiency is a mainstay of sustainable production and business. For this reason Weidmüller is intent on continuously optimising production processes both from the point of view of protecting employees and of protecting resources and capital goods. To this end, the Weidmüller Production System (WPS) has become part of the company's fabric. Its core elements, the development of synchronous processes, working to customer cycles, one-piece-flow production, the pull

principle, the elimination of waste, zero defects and process innovation, create international standards. The WPS has been established at all the German facilities and is being further developed on a continuous basis. In November 2011, the increases in efficiency in production at Weidmüller's Thuringian plant resulted in the company receiving an award as part of the Ludwig Erhard Prize, for excellent processes. The Administration department at the same plant was also presented with the Axia Award, for sustainable management. Internationally across the group, Weidmüller is also establishing its WPS guidelines for efficient, resource-friendly production and implementing them within the global production network. In Brazil, the specifications laid down by ISO 14001, 9001 and OHSAS 18001 are being implemented as part of the deployment of an SGI system ("Sistema de gestão integrado"). This includes implementing local measures for QA, healthcare, safety at work and the protection of the environment. Through the work of the SGI Team established for the project, the company has significantly reduced its water and energy consumption and there has been a marked drop in waste. A further beneficial result is that industrial accidents at the plant are at an all time low.

## Ecological sustainability



### Environment needs currency - Weidmüller's environmental management



A functioning environmental management scheme is built around continuous monitoring and the documentation of the relevant parameters. Weidmüller's eco management records details of all the power consumption in production, broken down by energy source, and analyses the data with the goal of continual optimisation. Building on the same successful principle, plans are in place for recording, evaluating and optimising the consumption data in respect of compressed air, heating and cooling. As well as consumption values, the

energy recording system also provides the company with information about the peak loads at the Detmold plant. Weidmüller has engaged the services of the German Energy Agency (dena) to participate in the "Load management" working party, which is looking at reducing these peaks or creating a more homogenous decrease in load. As well as the annual audit of each area of production that looks at environmental and energy topics, an interdisciplinary team, made up of experts in environmental, energy and building management, meets each month. This team

assesses the company's current consumption data and solves implementation issues and formulates ways of optimising demand. In Singapore, Weidmüller has rewarded students who have performed particularly well in making a sustainable contribution to energy saving, in the area of Clean Energy. In this respect, innovative ideas that have broken new ground in terms of resource conservation are being promoted. Special value is placed on the feasibility of the ideas as these are almost always implemented as a package of measures. By 2014, the entire vehicle pool at Weidmüller's Austrian sales company will be reorganised. Changing to a smaller vehicle model with more efficient drive systems will not only benefit the environment but will also achieve cost savings. The average fuel consumption of the new vehicles is some 55% less than that of the vehicles that are being replaced and service intervals are significantly longer.

### **Environment needs knowledge - Joint training courses and interexchange of experiences**



In order to make employees aware of the necessity of and the possibilities for protecting the environment and the climate, the Environmental management team regularly holds training courses on different topics. Twice a year, the experts from Environmental and Energy Management present new developments, success stories and activity reports on the subjects of waste, water conservation and energy and exchange valuable experiences with their colleagues. The findings that result from this exchange networking are often implemented into day-to-day working practices through the suggestions scheme and allow everyone involved to “think out of the box”.

### **Environment needs networks - Interexchange with partner companies**

Weidmüller connects and networks its knowledge on the protection of the environment and the climate with partners from the worlds of commerce and science through various networks. The company has been an active member and committed participant in the Energy Efficiency Network of the EnBW since 2007. As well as the EnBW network that works both regionally and nationally, Weidmüller is involved with 30 pilot networks dealing with the subject of sustainable

energy management. Weidmüller has been active in the 30 pilot networks through the Thuringian manufacturing company since August 2011. Weidmüller is also an active member of B.A.U.M. e.V. and the energy initiative, OWL. After having won the Energy Efficiency Award from the German Energy Agency (dena) in 2007, Weidmüller helped to organise the dena Energy Efficiency Congress in Berlin in 2012. As well as the less visible measures implemented to support the approach of doing business in an environmentally-conscious way, Weidmüller is also involved in some very concrete initiatives. The company received a good deal of recognition for its whole-hearted participation in the “Bicycle-friendly employer” competition. Internationally, the company is also committed to sustainable technologies that conserve the environment and the use of energy. Alongside various collaborations with educational establishments and institutes, Weidmüller is a partner in the German-Turkish Energy Forum in Ankara. The goal is to provide impulses for climate-friendly business within the Ostwestfalen-Lippe business region, in its capacity as a partner region to a Turkish business area. Weidmüller also maintains a similar connection to Finland and further networking activities are planned.

## **Environment needs sustainable production - The Weidmüller development portfolio**

Through its products, Weidmüller also accepts its sense of ecological responsibility through



strict and continuously monitored Product Compliance. The company safeguards the implementation of ecological guidelines such as RoHS or REACH in its central laboratory, which has DIN EN ISO 17025 accreditation. As part of the RoHS Directive 2002/95/EU, the company introduced measures for the avoidance of the use of lead and five other materials that were defined in the directive. Weidmüller voluntarily extended the list of

these materials. The European chemical regulation REACH stands for the Registration, Evaluation, Authorisation and restriction of CHemicals. In order to ensure corporate compliance with the goals laid down in Article 1 of the REACH regulation, forward-looking measures were introduced at Weidmüller ahead of REACH and adherence to the guidelines in the way we work

has the highest priority today and in the future. In addition to this, the product-related environmental management at Weidmüller is involved in the networking and propagation of product compliance, by working on an SAP-based programme for introducing transparency into the materials used in the products. Together with SAP and other co-operating companies, Weidmüller has developed the “Product Stewardship Network” software. This makes an international contribution to environmentally-aware product compliance practiced by many companies from different industries. The software was released in September 2012.

### **Environment needs networked energy - Efficient usage models from Weidmüller**

Energy efficiency and protecting the environment have the highest priority for Weidmüller when embarking on expansion or new-build measures and when considering production and sales networks. Currently, Weidmüller is deploying two block heat and power plants at Detmold. As well as supplying Weidmüller, one of these also provides

heating to a neighbouring company. Building stocks are permanently being analysed for improvement potential in terms of energy consumption and then optimised. Since the 1990s, the company has been designing production halls with heat recovery systems where the waste heat from the machines is fed back into the buildings to provide heating. In June 2011, Weidmüller opened a modern, 11,000 square metre production facility at headquarters in Detmold, which was planned and built without its own heating system. According to the specifications of EnEV 2007, an annual heat energy usage of 400 kWh per square meter could be assumed, whereas in reality, results taken at the facility show that it is only 30 kWh per year. These technologies are also being used at international sites such as the extension currently under construction in Romania. This is just one of the reasons why Weidmüller was co-opted onto the circle of the Climate Protection Companies that was established by the DIHK and the Federal Ministries for the Environment and for Economics.



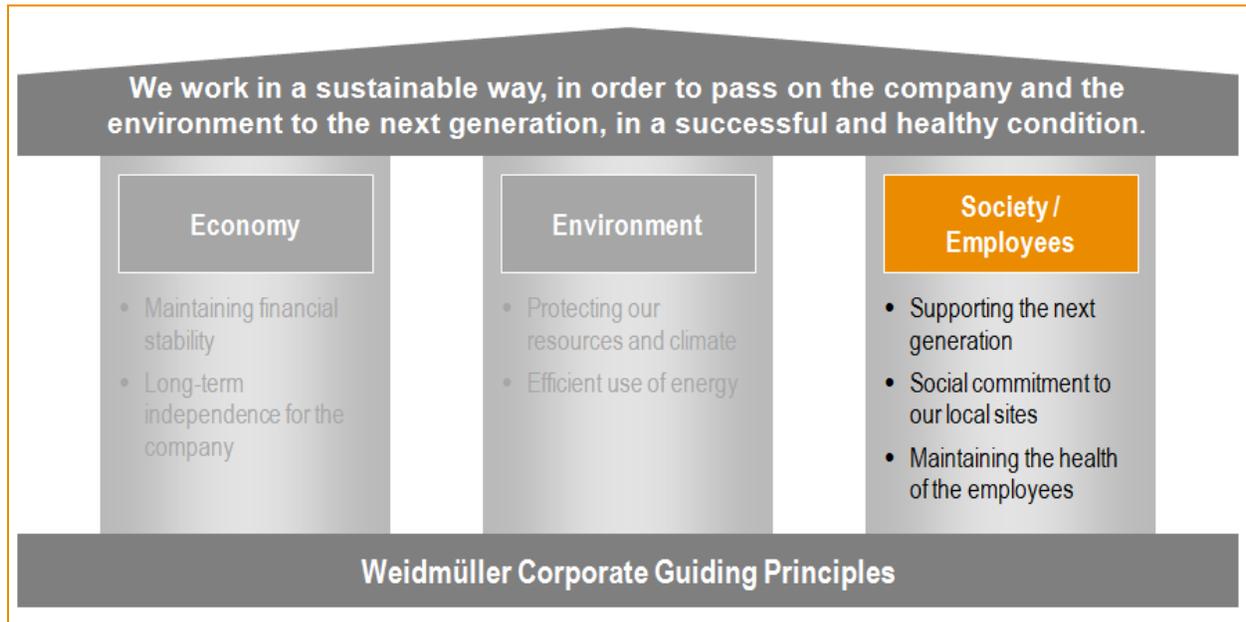
## Environment needs innovations - Weidmüller's products for renewable energy

At its facilities around the world, Weidmüller develops and produces connection technology products for renewable energy plants. The company offers solutions tailored for solar power generation, with application-specific components for monitoring photovoltaic equipment, for example. In wind power plants, Weidmüller's modular terminals and plug-in connectors provide long-

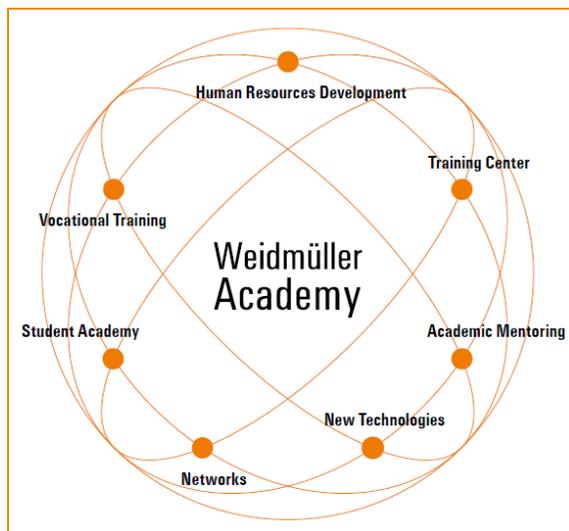


term, vibration-resistant and maintenance-free connections for generators. Within its industrial management section, Weidmüller experts concentrate on solutions for selected focus industries. This includes the renewable energy sector. The industry managers network with partners and experts from the area and in this way they can identify trends and challenges at an early stage. Based on this knowledge, Weidmüller develops new solutions for connection technology products for deployment in renewable energy plants.

## Societal Sustainability / Employees



### Society needs knowledge - The Weidmüller Academy



“Networking knowledge, broadening horizons”. This is the motto that drives the Weidmüller Academy in its programme of training and learning. “Lifelong learning” is one of the greatest challenges in today’s fast-moving times, where innovation cycles and the half-life periods of new technologies are getting ever shorter. Training, innovating and networking are the cornerstones of the work done by the Weidmüller Academy, which operates at many different levels. The apprentices regularly carry out events at local

kindergartens, the student academy introduces both girls and boys to the possibilities of a technical career and each year, the college and university team looks after about 50 sandwich-course students, 100 interns and 45 end-of-course dissertation projects in the company. As part of the qualification process, time spent working at the international locations is possible, indeed

in some cases, mandatory. In addition, a lot of importance is attached to personal development and to the acquisition of social skills, for example through inter-disciplinary projects. The young people also work on different solution-driven specialist projects, on the topic of energy efficiency or renewable energies, for example. With its training network that is there not only for employees, apprentices and students but also for school children, the Weidmüller Academy promotes people at every stage of life, from young potentials to experienced employees and managers.

Established in 2003, the Weidmüller Academy combines all the activities in respect of qualifications with the build up of knowledge within the company and with the exchange of knowledge with external institutions, universities and partners. The Academy strives to include new technologies and innovations in its course content and to expand the knowledge base. In close cooperation with the Weidmüller HR department and the International Training Centre, the Academy seeks not only to improve the qualifications of its employees but also of its customers. It is active regionally, nationally and internationally, whereby we take into account the effects of globalisation and the requirements of people around the world associated with globalisation. Ten years after it was established, the Academy was given the label of “Place of advancement” by government ministers Svenja Schulze and Garrelt Duin. In 2011, building on the success of the Weidmüller Academy in Germany, the company established a second education and knowledge centre for East and South-East Asia in Shanghai, the “Weidmüller Asia Academy”.

### **Society needs a future - 60 years of training at Weidmüller**

in 2012, Weidmüller celebrates 60 years of training

The company also networks itself internationally with young people, through co-operations with further education establishments located near its facilities, for example. At the headquarters in Detmold, Weidmüller cooperates with the



Universities of Paderborn and Bielefeld. The Ostwestfalen-Lippe College and the Centrum Industrial IT OWL (CIIT) are also important partners for the company for the promotion of knowledge and science. Weidmüller also maintains similar connections at its locations in Singapore, Australia and Shanghai, where the company networks its knowledge of technology with local institutes. At the same time, Weidmüller also supports scientifically-minded young

potentials with scholarships and prizes. In Germany, for example, there is the CIIT Award for innovations in the area of information technology. In Singapore they present a gold medal for outstanding performances in the area of “Clean Energies” and in China, they give scholarships to particularly committed and gifted students. These are some of the ways that Weidmüller promotes science and creates sustainable breeding grounds for the technologies of the future.

## **Society needs advancement - Staff development at Weidmüller**

Lifelong learning is at the heart of Weidmüller's staff development. It helps staff at all levels to gain qualifications both by providing training for specialists and managers and by putting together targeted qualification programmes. The training courses given by members of the Weidmüller Staff development team are tailored to the demands of today's working



environment and to the individual development potential of the employees. Courses are offered in the areas of Leadership and Social Skills as well as Methodology and Professional Competence. In addition, Weidmüller supports work-based learning for those seeking to pursue a career as an engineer or in business administration, for example. An important aspect of the staff development at Weidmüller is the employee appraisal. These annual discussions are used by all managers to assess the competencies and potential of their staff and to develop a programme of measures to build on these strengths and to help their staff to develop further. Through its International Training Centre, Weidmüller passes on product and application knowledge to its staff, its partners and its customers.

## **Society needs experience - Work-life balance in the later years**

Weidmüller also looks after its older members of staff. In 2012, the company introduced a work-life balance programme for staff aged 57 and above, which could be designed to meet the needs of the individual. Rules relating to time off in the form of a sabbatical, part-time options and healthcare packages make the company attractive for older employees as well. For



example, these employees can choose whether to work part-time over the whole year or to work fulltime for three months alternating with a period of three months leave. Offers such as cookery courses also attract employees' partners so that both professional and private life situations are promoted. Through this work-life

balance approach, Weidmüller is seeking to counteract the stresses that can come with age and to react to demographic change. Because through their extensive knowledge and their wide professional experience, older employees are increasingly important to the company.

### **Society needs flexibility - Reconciling family and career**

Weidmüller is an attractive employer for people at all stages of life, whether they are apprentices, people just starting out on their career path, young families or experienced specialists. For this reason, Weidmüller creates high levels of flexibility allowing staff to reconcile the needs of their family with those of their career, by offering a wide range of different working models across the company. In cooperation with FABEL, “Familienbetreueng Lippe”, a local organisation offering child and family care, employees can be offered care and advice packages tailored to their domestic situation.



Weidmüller has a relationship going back over some years with the nearby child day care centre “Am Pöppentich”. A cooperation contract was signed in 2010 that covers a certain range of packages, such as emergency care or after-hours care for employees of Weidmüller and their children. In addition, an agreement is in place for children of Weidmüller employees to be looked after at “Am Pöppentich”. Costs for emergency care are covered by Weidmüller.

## **Society needs to be active - The Weidmüller healthcare programme**

The company's healthcare programme supports employees with an extensive offering of company sports activities as well as advice on healthy eating and general fitness. The



programme includes back and spinal exercises, price reductions at fitness studios and swimming pools, a company massage service, coaching for mobility breaks and running to help keep the employees fit.

Weidmüller fosters a feeling of togetherness in respect of good health by regularly participating in regional marathons. Employees at the company's other locations around the world also take part in similar events. In addition to the standard offering, Weidmüller also creates an awareness for sustainable and responsible work and life styles, by mounting special actions. Events aimed at promoting healthy eating make employees more aware of their lifestyle. Since 2012, Weidmüller also offers meals in its staff restaurant which are made with organically produced food. The company sources the ecologically sustainable ingredients from regional suppliers such as a neighbouring organically-run farm. The price premium on the healthy meals is covered by the company so that Weidmüller offers the healthy alternatives, which are produced in a sustainable way, to the employees at no extra cost to them. At the same time, they are supporting the environmentally-friendly production of organic food in the region. In 2013, the Weidmüller group company in the Czech Republic hosted a sports day. This was open not just to employees but also to their families. The many sports activities on offer helped to reduce stress levels, promoted well-being and strengthened a sense of community, away from the workplace. The idea of running such an event came out of the pan-European employee survey. As a result of the good resonance and feedback after the event, the company now plans to hold it each year.

## **Society needs commitment - Supporting the supporters**

Weidmüller supports its own employees to pursue their social responsibility. The company makes time available to its staff for blood or bone marrow donations, for example, or for participating in voluntary activities such as the local fire brigade, the THW (Federal Agency for

Technical Relief) or rescue services. Last year, the Detmold rescue services were given special help when Weidmüller made part of its premises available for a disaster control exercise, in order to provide as realistic a scenario as possible. After the earthquake in Japan and the nuclear catastrophe in Fukushima that followed, Weidmüller employees collected donations for the victims. Together with local companies, a benefit concert was also staged in cooperation with the Detmold Music College. A total of € 40,000 was raised, which was principally used to provide trauma relief for children affected by the catastrophe. The staff newspaper regularly carries reports on the voluntary activities of individual members of staff and appeals for support are made. Donations of money and materials always result from these appeals. In Brazil, Weidmüller colleagues have established a staff library, which now has 700 books that can be borrowed without charge. The project was started by one employee with the aim of promoting professional and personal development. With a large number of books suitable for children, the library is not just aimed at the employees but also at their families.

### **Society needs roots - Communion with the region**

Weidmüller supports the regions where its plants are located. In Ostwestfalen-Lippe, Weidmüller supports local organic farmers who supply the staff restaurant, it cooperates with the Am Pöppentich child day care centre and with FABEL, a local organisation offering family care and advice. Weidmüller strengthens local business through regional networks, safeguards jobs and provides a base for sustainable growth outside its own production facilities. Weidmüller is involved in several regional networks, such as the leading edge cluster “it's OWL”, in OWL Maschinenbau, an organisation of engineering companies, in the Standortsicherung Trust, which seeks to secure the existence of local businesses or the Initiative für Beschäftigung, aimed at providing local employment opportunities. The company also works in regional training networks through its commitment to “Bildungs e. G.” and “Chance Lippe e. V”. In addition, the company also supports new local initiatives such as the Association for Virtual Product Development and Simulation (ViProSim) or the Institute for Industrial Information Technology (InIT) at the Ostwestfalen-Lippe College.

## Compliance Management



### **Society needs confidence - Weidmüller's global Compliance System**

Weidmüller is continuously expanding its Compliance System. The company finds itself in an increasingly complex regulatory environment and as a growing international group of companies, it has to take many different persons, mentalities and business transactions into account. Non-compliance with external specifications, such as directives, regulations and statutes can result in financial penalties in the shape of fines and claims for damages as well as competitive disadvantages resulting from loss of image and being barred from tendering for projects. Within the Weidmüller Group, compliance in the sense of adhering to statutory regulations, is the responsibility of the Board, Managing Directors, Business Unit Managers and employees. Since 2004, Weidmüller has maintained an overview of both the external and internal regulation and guidelines that are especially relevant for the company, to support this compliance work (Management Info Portal). Around the world, all members of the Weidmüller

Group management team have permanent access to the most up-to-date information. The content of the Management Info Portal was also reworked and updated in 2012.

Weidmüller has set up a formal Compliance Organisation, headed up by the Group Compliance Officer, who is located in the Weidmüller Holding and who reports directly to the Board. The duties of the Group Compliance Officer are:

- Heading up the Weidmüller Group's global Compliance Organisation
- Drawing up the annual Compliance Programme and ensuring that risk analyses, training and preventative measures are carried out
- Ensuring the flow of compliance-related communication
- Processing and clarifying the instances of non-compliance, both actual and suspected, within the Weidmüller Group

On a rolling annual basis, the main areas at risk in terms of compliance are identified and processed through the Compliance Programme. Detailed training courses on anti-corruption, export controls and anti-trust legislation were carried out in 2012. Compliance audits were carried out.

Weidmüller has named a Local Compliance Officer in each of its group companies, who is available to all employees as the contact person if they have questions about compliance. The direct lines of communication to the Group Compliance Officer are also frequently used. A confidential postbox for compliance issues is available in the Internet and Intranet.

At all its locations, Weidmüller is committed to adhering to global compliance guidelines and to working in a sustainably economic, ecological and social way both within the framework of international and local legislation and beyond. To this end, Weidmüller has established a system of global compliance controls through "Compliance Officers" in the group companies, who receive regular instructions and updates about global and regional compliance regulations from head office in Detmold. Each sales company has a member of staff who is responsible for compliance, who distributes these regulations locally and who is responsible for implementing and monitoring them. As well as providing these responsible persons with ad hoc notifications about the permanently changing compliance conditions resulting from the globalised world we operate in, an annual intensive training course is given by the principal Compliance Officer from Detmold.

## Summary

Sustainability is a tradition at Weidmüller. Back in the early 1970s, the company was already taking steps to improve the working environment for its employees by introducing measures to reduce noise nuisance in production, for example. Since the middle of the 1980s, all vehicles used within the premises at Weidmüller have been powered by electricity and in 1988, the company's own Environmental Protection working party was awarded the ASU Environment Prize. For over ten years, the Weidmüller Academy has been taking care of the training and development of the staff and of networking with colleges and other educational establishments. Since 2011, this has also been done on Asia-Pac through the company's own academy in Shanghai. Through its expansion into international markets, which started back in 1958 with the establishment of a sales company in Great Britain and through its wide product portfolio, Weidmüller continues to create the economical basis for the sustained and sustainable development of the company.

And the company will continue to forge this path in the years to come. In this respect, Weidmüller is fully aware of its role as a global player and of its responsibility for some 4,500 employees. For this reason, maintaining the financial stability of the company to safeguard its long-term independence, will continue as the focus of the way the company conducts its business. Weidmüller also sees it as its social duty and obligation to promote training and young potentials and to involve itself in and commit itself to all areas of the social life of the regions that it operates in. This also includes the preservation and protection of resources and the efficient use of energy. Bringing the triumvirate of Business, Society and Environment into balance with each other lies at the heart of the way Weidmüller does business. In this respect and within the scope of the options available to the company, it is the goal of Weidmüller's commitment to sustainability to create a world that is more just, more viable and more worth living in, in communion with its international production facilities, sales companies, employees, partners and customers. And this is clearly mirrored through the company's mission statement:

**Let's connect.**



**Declaration of continued support by the CEO**

Please submit a declaration by your company's CEO that your company continues to support the Global Compact and reaffirms its lasting commitment to the initiative and its principles (please give the CEO's name and title at the end of the declaration).

Weidmüller declares its support for the United Nations Global Compact and affirms its lasting commitment to the Global Compact and its ten principles. Detmold, 18.2.2013

Dr. Peter Köhler, Chief Executive Officer



(Signature)