

Safeguarding the future is the central notion of DUROtherm's corporate philosophy and policy. The „5 S“ sum up the essential characteristics of our corporate philosophy and policies: satisfied customers, satisfied employees, satisfied investors, satisfied suppliers, satisfied environment. This philosophy used to be strongly influenced by quality consciousness. Meanwhile, environmental consciousness and sustainability have been brought more and more strongly into focus.

Satisfied customers are the best form of advertisement for our company

- This idea forms challenges and benchmarks of our corporate activity. For this reason, it is of uttermost importance for us to deliver ordered products in precise amounts of set quality at the agreed date.
- Efficient and economical use of natural resources is ensured throughout development and production.
- We protect ourselves against corruption, blackmailing, bribery and conflicts of interest.

Satisfied employees are the best asset a company can have

- It's only with satisfied, motivated and well-trained employees that we can achieve good business objectives.
- It's important for us to protect the health of our employees and to make sure that accidents and work-related illnesses are prevented.
- We promote environmental awareness among our employees by environmentally responsible behaviour.
- No forms of discrimination or sexual harassment are tolerated.
- Equal opportunity and equal treatment are guaranteed. Male and female employees are generally chosen, employed and promoted on the basis of their qualifications and skills.
- Freedom of assembly is guaranteed.
- It goes without saying that there is no child labour and no forced labour at DUROtherm's.
- We pay our employees performance-oriented and above legal minimum wage keeping to the statutory guidelines regulating labour times.
- We try to interact respectfully.

Satisfied Investors are prerequisite to entrepreneurial action

- Only a good corporate result leads to growth in our company and to satisfied investors.
- We are committed to complying with valid legal regulations and binding obligations.
- We are committed to continual improvement in all fields and thereby improve our environmental performance and the corporate result.
- A suggestion scheme inspires our employees' creativity and uses knowledge effectively.
- By conservation of our resources, we not only contribute to environmental protection but also save costs.
- Regular assessment of risks contributes to business success.

Satisfied suppliers are prerequisite to continuous production

- Our company is part of a supply chain. This is why good terms with our suppliers are crucial.
- We try to make our suppliers meet requirements of sustainability and environment according to valid legal regulations.

A satisfied environment benefits entrepreneurial action

- The continual and good existence of our company is only possible in accordance with the environment, i.e. society, human beings or nature.
- We attach great importance to sustainable environmental protection. We take responsibility towards current and future generations by our commitment to environmental protection
- We strive to produce in a most energy-saving way.
- We ensure recycling of residual materials if possible in order to minimize waste.

These „5 S“ are always taken into consideration when defining corporate objectives.