



CORPORATE  
POLICY

## AMANN Group

Since 1854, the AMANN Group has been one of the leading international manufacturer of high-quality sewing threads, embroidery threads and Smart Yarns. Textile know-how and cross-sector expertise make us a leader in technology and a strong partner to our customers all over the world. Together, we develop intelligent products, individual solutions and innovative concepts for the market needs of today and tomorrow.

We are committed to complying with all relevant laws and regulations and provide the necessary resources to achieve our corporate goals. All our values and actions are based on the corporate policy of the AMANN Group.

### AMANN Group Vision

#### Global player and leader in technology

We combine tradition and innovation in order to shape a well-connected future with textile know-how. We also attach great importance to international customer proximity, quality, service and sustainability. The aim is to further expand our position as a leading global player within the industry and to expand our business fields.

### AMANN Group Mission

#### Intelligent, individual, innovative

We use the know-how of numerous industries and combine knowledge and experience for the development of intelligent, modern products. The wishes and requirements of our customers are our benchmark, individual solutions are our competence – whether in product and colour management, service or logistics. State-of-the-art technologies are the precondition for innovative products. In constant dialogue with our customers, partners and suppliers, we develop sewing threads, embroidery threads and Smart Yarns – always one step ahead and always at the highest technological level.

## AMANN Group Values

### We take responsibility – right along the entire supply chain

A deep sense of responsibility for the environment and society is just as much a part of our corporate values as the respectful treatment of our employees, customers and suppliers.

### Employees are our greatest asset for ensuring satisfied customers

- Leadership is a central task for us across all divisional and functional boundaries, with a clear role model function for all employees
- In the spirit of lifelong learning, we encourage and empower our employees to assume responsibility and make decisions that contribute to the achievement of goals and the continuous improvement of corporate processes
- The cultural diversity of our employees around the world is a valuable enrichment for us

### Our customers are our motivation to become better and better together with our business partners

- We see our customers and suppliers as important partners in our success and are pushing ahead with the expansion of our partnership-based cooperation
- AMANN respects and supports the independence of service providers (external laboratories, certifiers, assessors) who are used to verify standards
- We act in accordance with our compliance guidelines (Code of Conduct and Supplier Code of Conduct) and monitor compliance with them
- Violations of our codes and other unethical conduct will not be tolerated
- We ensure the responsible handling of confidential information and data that are transferred to us
- We take social responsibility, also within the context of the Hanns A. Pielenz Foundation

### Holistic quality awareness shapes our dynamic innovation and corporate culture

- We continuously adapt our organisational structure to meet the binding requirements and needs of our customers
- Through our employees' awareness of the quality of their own work, we achieve the highest quality in all areas
- We combine tradition and innovation to develop the best solutions for all new challenges

### Safety first: environmental protection and a safe working environment are top priorities

- We cultivate the careful handling of our natural resources
- We help to protect people and the environment by employing production methods that are eco- and resources-friendly and feature high safety and environmental standards

## AMANN Group Strategy

### We are an attractive employer for the best talents

- Dedicated and motivated employees are the key to our success. Only with them we can further develop ourselves and our products. We contribute to the satisfaction of our employees with individual promotion and numerous social programmes
- It is important for us to build a to long-term, trusting cooperation with people who contribute and share their passion and knowledge with us
- Maximum safety at work and healthy workplaces are the basis of our zero-accident vision

### We live our claim to unlimited service and high quality

- We react openly to our customers' questions with a focus on results - together we develop solutions and accompany the entire process through to successful implementation
- We continuously evaluate existing organisational structures in order to be able to fulfil customer wishes professionally and efficiently and to develop them further if necessary
- The AMANN production sites are in close proximity to the relevant European and Asian markets
- We secure the basis of our consistently high quality through a clearly defined supplier quality and regular supplier evaluation
- Reliable and secure production processes guarantee products that are safe and of high quality

### AMANN stands for healthy growth and forward-looking development

- In order to achieve our annual growth targets, we continuously optimise our processes and develop new, innovative products
- We work with state-of-the art technology and methods
- We develop new business fields through innovative technical products and solutions
- Our growth strategy focuses on gaining market share in the major textile markets
- Our specially developed risk and process-orientated management system ensures an increase in efficiency
- Regular assessments of the management system serve as a basis for continuous risk minimisation and the improvement of all processes

## At AMANN, a culture of safety and environmental protection go hand in hand

- Everyone at AMANN is aware of their responsibility thanks to an active culture of safety
- Our goal is to keep the burden on people and the environment as low as possible
- We ensure a targeted reduction in our consumption of energy and resources, and pay attention to maximum efficiency and sustainable action

The contents of the corporate policy of the AMANN Group (AMANN Group Mission, Vision, Values, Strategy, Code of Conduct) are communicated to all employees and relevant parties involved for binding compliance.

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