

Corporate principles



we protect lives
worldwide



Prologue

Value-oriented and compliant actions are fundamental for schülke. Our corporate culture is characterized by trust, honesty, and fair dealings with all our stakeholders. If the protection of human health is the central entrepreneurial goal, there must be no grey areas. We therefore expect all our employees to always act in accordance with our value system, internal guidelines, and legal requirements. Our mission:

We protect lives worldwide.

With our products and services, we ensure that people are effectively protected against infections and contamination. This is our mission - and an integral part of our almost 135-year history. For us, however, protecting life does not end with the development of successful hygiene solutions or effective products. It also includes committed, responsible action to ensure the long-term, comprehensive preservation of an environment worth living in and a functioning society.

Health and sustainability go hand in hand. They are the guiding principles of our identity and strategy and thus become integral parts of our organization and processes. Through our long-term vision, we take responsibility for a changing world and make important contributions today to protect the livelihoods of future generations.

Stefan Kukacka
CEO Schülke & Mayr GmbH



Policy statement

We produce our products economically and in compliance with high quality standards, using advanced, safe, and environmentally friendly processes, and we fulfill our social and societal responsibility. We comply all laws and regulations, in particular the rules of free competition, and reject any form of corruption.

For us, quality is understood holistically and comprehensively within the framework of Total Quality Management (TQM). For us, quality means first and foremost always ensuring patient safety. In addition, our high-quality standards meet the expectations and requirements of our internal and external stakeholders regarding cost awareness, security of supply, reliability, occupational safety, sustainability, and an open and appreciative corporate culture. We strive for continuous improvement in all areas.

Based on our principles, we want to live up to our social responsibility as a company that acts sustainably and makes its contribution to protecting human health. Internally and externally, we want to address the needs and concerns of our stakeholders in a dialog characterized by respect, even when it appears difficult or uncomfortable.



Our business success

All decisions are made in the interests of the company and its shareholders to ensure sustainable and forward-looking business development.

For us, our values are the cornerstone of behavior with integrity. They describe what we stand for as a company and strengthen motivation and identification. They serve as a guideline for our employees and as a basis for decision-making for our managers. Thus, they represent an essential part of corporate management at schülke.

However, we do not only represent our values internally, but also externally – trust, quality, innovation, and passion. Our customers and business partners can trust that we always act based on our values.

In concrete terms, this means:



- + Trust
- + Quality
- + Innovation
- + Passion

Trust

proven. co-operative. schülke.

schülke stands for about 135 years of expertise in infection prevention. With our proven products and groundbreaking innovations, we make a significant contribution to today's hygiene standards. With schülke, our customers rely on the highest quality and attributed expertise – the basis for long-term and strong partnerships.

Quality

safe. reliable. schülke.

Patient safety is our highest priority. With our effective products, expert advice and comprehensive service, we offer holistic concepts for infection treatment and prevention in professional healthcare, in the pharmaceutical sector and for the end consumer – worldwide. As 'Best in Class', we aim to make the difference, both in our products and services as part of our sustainability agenda.

Innovation

initiative. pioneering. schülke.

Pioneering spirit is firmly anchored in our corporate DNA. Our innovations are lasting solutions that consistently pursue the goal of protecting lives worldwide. Customer and user needs are at the center of our innovations. We recognize tomorrow's chances and challenges and act with foresight. We prove that quality, efficiency and sustainability can be combined. With schülke, our customers are one step ahead.

Passion

committed. dynamic. schülke.

We are proud of our mission 'We protect lives worldwide' and see it as a driving force; it is inspiring and motivating for our team, knowing our work has value! We continue, to build on our innovative strength in research and development as well as the passion of each individual employee – they are the foundation of our lasting successful products.



Our employees

We want to be motivated, self-reliant employees who promote and maintain an atmosphere of mutual respect, humanity, honesty, performance, creativity, and personal development.

At schülke, we purposefully create a corporate culture that integrates people with different backgrounds and perspectives. In doing so, we apply a multidimensional understanding of diversity that encompasses age, gender, sexual orientation, nationality, ethnicity, worldview, and disability.

Diversity means more than creating variety and ensuring equality along the way. We want to specifically recognize people's individual experiences, perspectives and abilities, to maximize the potential of our workplace. In this way, we give our employees the opportunity to develop their strengths and to pass on their unique knowledge and competencies with our company.

We are committed to improving our workflows and manufacturing processes: avoid errors, promptly identify and eliminate their causes, provide transparent information, learn from them to improve.

The message of our mission to protect lives worldwide has an impact both externally and internally. Protecting the health and safety of our employees is equally important. And in this way, we ensure that the protection our customers receive from our products worldwide also extend to our employees in our company.



Our customers

Customer satisfaction is at the center of our thoughts and actions. We build on reliable and long-term international partnerships, distinguish ourselves through competent advice and fast service, thus creating lasting loyalty among our clientele.

With foresight, we offer them innovative and competitive technologies, products and services that safeguard the interests of all parties involved. We reliably keep agreements made and measure ourselves by the fulfillment of demands and expectations.

At schülke, we are taking a pioneering role in sustainability, one of our primary goals. We have established a holistic strategy in all dimensions of sustainability, both ecologically and socially, and in the world of economics with our responsible corporate management team.

In line with our comprehensive sustainability agenda, we are continuously developing our product portfolio and designing it to be energy and resource-efficient with the aid of modern technologies. Consistent quality and effectiveness of our products are at the highest standard to ensure the safety of patients and healthcare professionals.

As a leading international company, we support customers around the world through cooperative ventures. Together, we develop innovative and integrated concepts for effective and modern infection prevention and control that meet the respective local and global needs and challenges.



Supplier companies and business contacts

We are committed to corporate responsibility for the observance of human rights in global supply chains. This includes, for example, protection against child labor and the right to fair pay, as well as environmental protection.

Our holistic approach to a responsible supply chain includes respect for human and employee rights, safe working conditions, protection of the natural environment, and combating corruption.

As in our other key areas of action, we strive for an integrative approach to our supply chain responsibility. This is why we dovetail with our quality management. Together with our supply chain management, it supports not only the elaboration and implementation of QM provisions with our supplier companies, but also the development, coordination and optimization of our supplier management structures and processes.

We maintain a partnership and dialog-oriented cooperation with our supplier companies and business contacts to optimize products and services, maintain customer satisfaction and increase the economic success of both sides while fulfilling our due care obligations.

We select our suppliers and service providers in such a way that the products and services purchased always meet our quality requirements, and in doing so we strive to continuously reduce the greenhouse emissions they generate.



Regional management

We are aware of our social and societal responsibility in our region and promote initiatives for the common good, especially in the areas of environment, health, safety, and education.

The environment

We see the protection of the climate and the environment as an important part of our social responsibility. Climate change, the accelerating scarcity of natural resources, and the increasing loss of biodiversity are among the greatest challenges of the 21st century. The reduction of greenhouse gases and the careful use of resources to continuously reduce our ecological footprint are therefore priorities for schülke.

We support the Paris Climate Agreement and the associated goal of limiting global warming to well below two degrees Celsius compared to pre-industrial levels.

We acknowledge our responsibility to continuously increase the energy efficiency of processes to counteract global warming. We are continuously optimizing our CO₂ emissions by switching to renewable resources.

We offer our customers assistance with ecological questions about our products and services and maintain an open dialog about the ecological aspects of our products and processes.



Innovation and performance

Innovation is the driving force of our growth strategy and success. It is not only the result of research and development, but also the creativity of our employees.

We strive to perform on the highest standard. Our employees are challenge-focused and foster a willingness to learn and work together in teams.

Management system

To implement the company's principles, we operate an integrated management system that covers all necessary areas of work.

We aim to achieve continuous improvement by expanding our systems in line with the total quality concept. We are working on integrating our management systems in areas other than quality and environmental management.

The management system sets out clear strategies, programs and plans that serve to achieve our goals, as do our Standard Operating Procedures (SOPs).

Through our risk management systems, we aim to minimize the potential issues or risks in our everyday operations for our company, shareholders, employees, and the environment.

schülke group

we protect lives worldwide



schülke is present with over 20 subsidiaries and production sites in Germany (schülke), France (Bioxal) and Brazil (Vic Pharma). Companies with specific fields of application and markets such as Prosenio GmbH, Vesismin Health, and Wet Wipe A/S are also part of the schülke group.*

More information at www.schuelke.com

*This information is as of March 2023.

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