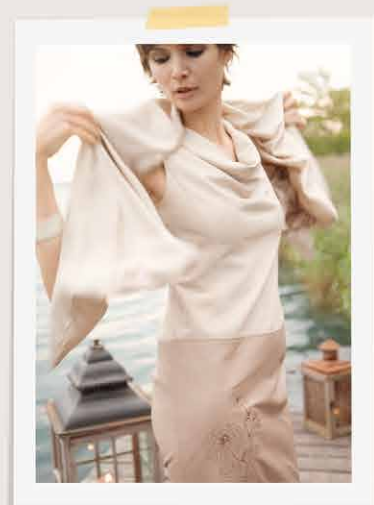




# Values and Code of Conduct BERNINA Textile Group



# 1 Values and code of conduct

## 1.1 Purpose of the document values and code of conduct

The statement defines the long-term values and code of conduct of the companies of the BERNINA Textile Group. The statement should be adhered to at all times by all employees. To the outside world, the values and code of conduct statement demonstrates what we stand for as an organisation.

## 1.2 Who we are

We are an independent Swiss family company and want to remain one. Our core business is the development, production, supply and marketing of high-quality, innovative products in the textile market. In the segments we serve, we want to attain a leading market position. The company is self-financed and profitable. A large proportion of the cash flow is reinvested in the future of the business.

## 1.3 Our market performance

Our customers are the focus of our activities. Our intention is to inspire them with superior services. Our products are designed and built to a high technical standard and offer excellent functionality and ease of use. We assign great importance to after-sales service and training.

## 1.4 Our commitment to quality

The pursuit of quality is core to our approach in everything we do. Through our overarching quality management system, we meet expected quality targets. Self-inspection of work is a priority for all our employees.



### 1.5 Our employees

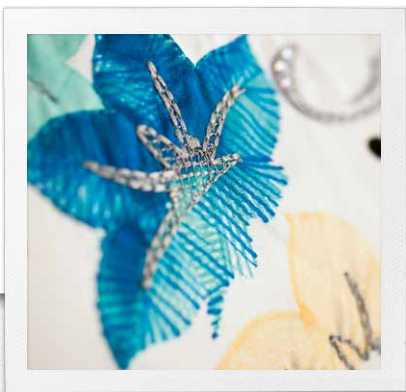
Passionate, efficient and skilled people make a significant contribution to our success. We expect and promote an entrepreneurial mindset, innovative thinking, people taking initiative, reliability and a sense of responsibility. We support the personal development of our employees by means of challenging tasks as well as training and education in social, management and professional skills. All employees are jointly responsible for the development of their knowledge and skills.

### 1.6 Our conduct

We achieve our goals using teamwork and strong management principals. We are committed to mutual trust, respect and openness as well as being willing to accept criticism and engage in dialogue. With internal and external stakeholders, we are loyal and honest and we cultivate cooperative relationships. All our employees strive constantly to identify, avoid and minimize risks at an early stage. We comply with all the applicable laws, regulations and directives.

### 1.7 Our management principles

We lead in a forward-looking, proactive and engaging manner, setting specifically formulated goals, and also leading by example. We solve challenges collaboratively, in a way that is appropriate to the situation. We delegate responsibility and authority to the appropriate level and communicate openly according to the relevant role. We make clear decisions, respect them and implement them quickly and with conviction.



### 1.8 Our contribution to health, safety and environmental protection

All employees are responsible for themselves and their surrounding area in terms of health and safety. Managers are responsible for ensuring that appropriate general conditions exist and for the education and training of employees. In all our activities, we take into consideration the preservation of the natural basis for life and strive to avoid or reduce the consumption of resources and environmental pollution.

Reviewed and approved by

Claude Dreyer  
Steckborn, October 2016





**BERNINA**

