

# Corporate Principles

These corporate principles describe our values and goals as well as the requirement and rule for our actions and of our mutual interactions. They are binding for everyone who is active in the company.

## **Our Expertise**

VSM is a globally active manufacturer of high-quality abrasives. We know abrasives. We are a sought-after specialist when it comes to stock removal and surface finishing, and provide optimum abrasives solutions as a highly capable partner for industry, skilled trade and wholesale. For customers who use our abrasives to create special tools, we offer tailored product ranges that help to improve their competitiveness and differentiation.

The VSM brand is synonymous with consistently high product quality and innovative energy and with sustainably high productivity for grinding processes. Our products are at the leading edge of technology, worldwide, and set standards of innovation within the industry.

## **Our Customers**

We focus on solving the customers' problems. Our customers value our proficiency and place their trust in our comprehensive understanding of grinding processes, our global advisory expertise in application technology and our reliable product availability.

## **Our Employees**

We regard ourselves as a family-operated company and set the same high standards of performance and quality for our employees that the company itself follows. We ensure intellectual freedom, are open to other opinions and treat each other with mutual respect. The health and safety of our employees are of the greatest importance. In this respect, we expect our managers to lead their staff on the basis of entrepreneurial thoughts and actions.

## **Our Goals**

We want to have satisfied customers, employees, suppliers and shareholders alike. To accomplish this, we focus on trustworthiness, consistency, reliability and solidity. We strive to maintain constant growth. At the same time, we achieve an above average return on sales for this sector.

## **Our Company in Association**

We operate in association with our two largest shareholders, the STARCKE and PFERD groups. Within this association, we invest in growth from the strength of our own resources.

## **Our Company within Society**

As a company, we have social responsibilities. We are committed to a free society, a free market economy and fair competition. We respect the cultures of other countries. Our actions are based on equal rights and we reject all forms of discrimination. We also pay careful attention to ensuring transparency, reliability and openness in our internal and external communications. And last but not least, health and safety and the protection of the environment are of central importance to us. We apply our expertise and capabilities to conserving resources and dealing responsibly with our environment. We work according to the Responsible Care® global charter of the International Council of Chemical Associations.

*VSM's supervisory board and management board*