

Heraeus



Our Corporate Responsibility

Principles of Responsible Behavior

We exercise our corporate responsibility with a commitment to the following principles:

- Our involvement must connect to the corporate purpose and core competencies of Heraeus and harmonize with our corporate strategy.
- Our involvement must be sustainable and focused.
- Our involvement must yield a reasonable benefit for the company and its internal and external interest groups. We rule out options that would benefit only the company as well as those that amount to pure patronage.
- We voluntarily go beyond the level of involvement that serves our own economic interest.

As a family-owned company with a tradition that goes back more than 155 years, Heraeus has upheld its responsibility to its employees, to society and to the environment for generations. The owners and employees actively support one another, pursuing sustainable solutions to societal problems and facing company challenges together.

We pay particular attention to fulfilling our responsibility in the areas of **human welfare, health, occupational safety, innovation and lifelong learning, and social involvement on the part of our employees.**

Human Welfare

Heraeus helps employees balance family life and work with measures appropriate to our times. We stand by our employees especially in difficult phases of life and reach out to them with support. With an attractive package of benefits, we contribute to providing financial security for their later years.

As a family-owned company, we understand the importance of supporting our employees and their families. How can we support you?

Heidi Ranke, Heraeus Social Services



Health

Our employees' health is important to us. Heraeus provides a diverse array of measures to promote good health, and we continuously expand these to encompass new findings in health research.

We invest in the health of our employees.
Do you do your part to stay healthy?

Dr. Ernst-Dietrich Berndt, Heraeus Medical Services



Occupational Safety

We at Heraeus make safety a priority in all our production activities and work processes. We adhere to high standards of occupational safety in every workplace worldwide.

Your safety is our priority.
Will you join us in this effort?

Peter Grohnert, Department Occupational Safety



Innovation

Innovations drive our company's activity. We continually strive for renewal and progress. We support educational and research projects related to our core businesses.

Our innovative catalyst technology benefits our customers, as well as the environment. In times of climate change, this is more important than ever. What do you think?

Dr. Uwe Jantsch, Winner of the Heraeus Innovation Award 2005



Lifelong Learning

Lifelong learning helps us maintain our competitive edge and ensures individual employability. Therefore, we work to develop our personal competencies – every day, for a lifetime.

Out of the classroom and into the workplace!
These days, more and more learning takes place among
colleagues on the job. Where do you learn best?

Georg Remmers, Training & Development



Social Involvement

Recognizing our social responsibility as a corporate citizen, we work in many ways at all our sites to meet human and societal needs. We encourage and support our employees who volunteer their time and skills to community service.

Volunteering is an integral part of our lives.
How do you contribute to society?

Shelley L. Reed and Diane Carrillo-Mireles,
employees of Heraeus USA and Girl Scout Leaders



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