

GOERNER
GROUP

intelligent packaging
needs smart thinkers!

Mission Statement and Code of Conduct

What we stand for

- We are professional partners for our customers. This is reflected in our reliability and quality in all processes.
- We are profitable and result-oriented.
- We do not miss any trends, we respond quickly and develop innovations across the entire value chain of our customers.
- Our employees work on their tasks happily and with commitment.

What we value

Independence

- We are a group of family-run companies and also intend to remain family businesses.
- We maintain healthy growth with a reasonable return for our shareholders. Growth must not come at the expense of the specified equity ratio.

Result-orientation

- We are result-oriented and act economically in everything we do. We strive for balance between customer benefit and costs. Our complete solutions are aimed at optimizing all tasks relating to packaging for the customer.
- We invest resources and expertise in the implementation and initiation of new developments in the field of sustainable packaging.

Innovation

- Our understanding as entrepreneurs is based on the systematic improvement of what already exists. This is demonstrated by constantly monitoring and implementing new developments in the field of packaging.
- We launch new projects and make innovations into first-class products in close cooperation with our customers.
- This requires a culture that makes this possible and people who enjoy playing an active role.

Quality

- Quality is a standard we live by in our company every day. We maintain a quality management system at all our production sites and are regularly audited by our customers.
- The aim of our quality policy is not to allow errors to happen in the first place so that *zero errors* are delivered.

Environmental responsibility

- Careful use of resources is firmly anchored in our Code of Conduct. Our products are made from raw materials that are obtained from renewable resources.
- The products are 100 percent recyclable or industrially compostable.
- Our production processes cause no production waste. The cardboard waste of one production process is the raw material of the next.

Energy management

- We place great emphasis on energy-efficient production and check our sites regularly to identify potential savings and scope for optimization and modernization.
- Energy losses can be recycled into the process using technical measures, and as a result the primary energy consumption of gas, electricity and water can gradually be reduced.

Health and safety

- We want to create a safe and healthy work environment. To do this we use measures to prevent workplace-related injuries and occupational diseases.
- We do not use any hazardous materials in the products. We conduct regular audits to identify possible danger areas and take action.

Customers

- We maintain our customer relationships and value long-term partnerships.
- As a result we achieve common goals in product development, price, quality and environmental compatibility of the products.
- All our processes are geared to our customers.

Suppliers and waste managers

- We value long-term partnerships with our suppliers in order to achieve common goals and standards.
- We use recyclable, traceable and licensed production resources in our production processes. Non-recyclable materials are disposed of exclusively via licensed waste disposal companies.

Employees

- We attach great importance to long-term employment relationships; we expect loyalty to the company and its principles, and mutual respect.
- We encourage our employees to take personal responsibility and participate actively. We pay attention to the personal development of our employees in terms of both their professional and social skills. There are clear goals and therefore transparency regarding success.

Responsibility

- We provide jobs that are free from discrimination and harassment on the basis of sex, race, skin colour, religion or age. We expect all our employees to comply with the basic principles of the Code of Conduct.
- The management team are responsible for enforcing the basic principles in their sections.

GOERNER GROUP

Goerner Group
St. Ruprechter Straße 115, A 9020 Klagenfurt
T +43 (0) 463 33 750
F +43 (0) 463 33 750 15
office@goerner-group.com
www.goerner-group.com

intelligent packaging
needs smart thinkers!

GOERNER
PACKAGING

GOERNER
FORMPACK

GOERNER
BIONICS