

## **The Weidmüller Management System Guideline**

The present guideline has been released by the Executive Board of the Weidmüller Group and the Managing Board of the Weidmüller Interface GmbH & Co. KG and is binding for the

**Weidmüller Interface Romania, S.R.L., Tautii Magheraus**  
**Thüringische Weidmüller GmbH, Wutha-Farnroda**  
**Weidmüller Interface GmbH & Co. KG, Detmold**  
**Weidmüller Energie GmbH & Co. KG, Detmold**  
**Weidmüller GmbH & Co. KG, Detmold**  
**RAWELA s.r.o., Zichlinek**

Individual manuals about the  
**Quality, Environmental and Energy Management**  
are replaced by this guideline.

Further documents of the Management System, such as the Health & Safety Management Manual acc. to OHSAS 18.001:2007 processes, instructions, etc. are updated and available for all employees in the Corporate Intranet.

Detmold, 12.03.2012

  
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Dr. P. Köhler

  
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H. Vogelsang

  
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V. Briel

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**Changes to the last issue: Mai 2011**

- addition Weidmüller Energiegesellschaft/ Rumänien / RAWELA; Code of Conduct /Global Compact, Energy-Management ISO 50001, editorial adjustments

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## Assignment certificate and scope

Locations	ISO 9001:2008	ISO 14001:2004	IRIS	OHSAS 18001:2007	ISO 50001:2011
Weidmüller Interface GmbH & Co. KG, D-32758 Detmold	X	X	X	X	X
Thüringische Weidmüller GmbH, D-99848 Wutha-Farnroda	X	X	X	X*	X
Weidmüller GmbH & Co. KG, D-32758 Detmold	X				
Weidmüller Energie GmbH & Co. KG, D-32758 Detmold					X
Weidmüller Interface Romania, S.R.L., Tautii Magheraus	X				
RAWELA s.r.o., Zichlinek	X*				

\*) Implementation: fourth quarter of 2012

## 1. Introduction

Weidmüller positions itself worldwide successfully on a sustained basis as the leading provider of solutions for electrical connectivity, transmission and conditioning of power, signals and data in industrial environments. The company develops, produces and sells products in the field of electrical connectivity and electronics. The Weidmüller Group has a global focus with its own manufacturing plants, sales companies and representatives in over 70 countries.

The implementation of our company objectives is intrinsically tied to the objective to fulfil our customers' requirements in the best possible way, today and in the future. Thereby the process orientation and the process management accord a pivotal importance.

Process orientation means for Weidmüller to understand the customer requirements and to align the internal processes and activities for their fulfilment.

Process management means to regularly question and improve the processes applied by our employees in respect of the processes' effectiveness and efficiency.

Process orientation and process management are for Weidmüller no end in itself, but in fact the basis to

- optimize the customer orientation systematically and to increase the ability of problem solving for the benefit of our customers,
- overcome departmental barriers,
- turn our employees into involved ones, with the daily intention to improve the internal and external processes,
- support the demand and objective-oriented information of our employees,
- actively make a contribution to reduce the business risk and to increase our „competitive-ness“.

An essential factor for the continuous improvement is transparency. Consequently all documents and processes necessary for our company with their progression and their interplay are provided via the Weidmüller Intranet in the process landscape to all employees.

With the process-oriented integrated management system we support the implementation of the company objectives which are defined in the Weidmüller Corporate Strategy 2020.

### **Corporate Social Responsibility**

In 2011 Weidmüller signed the ZVEI Code of Conduct (CoC). ZVEI - Zentralverband Elektrotechnik- und Elektronikindustrie e.V. (Central organisation of the electrical and electronic industry) and its members avow their corporate commitment to social responsibility within the framework of their global business activities (in international contexts often called “CSR”, Corporate Social Responsibility).

The “ZVEI Code of Conduct for Corporate Social Responsibility” acts as a guideline in the industry, particularly regarding working conditions, social and environmental compatibility, as well as transparency, collaboration and dialogue based on trust.

In addition to this, the Weidmüller Company Group joined the United Nations **Global Compact** in 2012.

This implies that Weidmüller takes on responsibility by taking into consideration the economical, technical as well as social and ecological consequences of its corporate decisions and actions and makes for an appropriate balancing of interests. The corresponding declarations are available to interested customers in the download area of Weidmüller's internet portal.

## 2. The Company

### 2.1 Weidmüller Corporate Strategy 2020

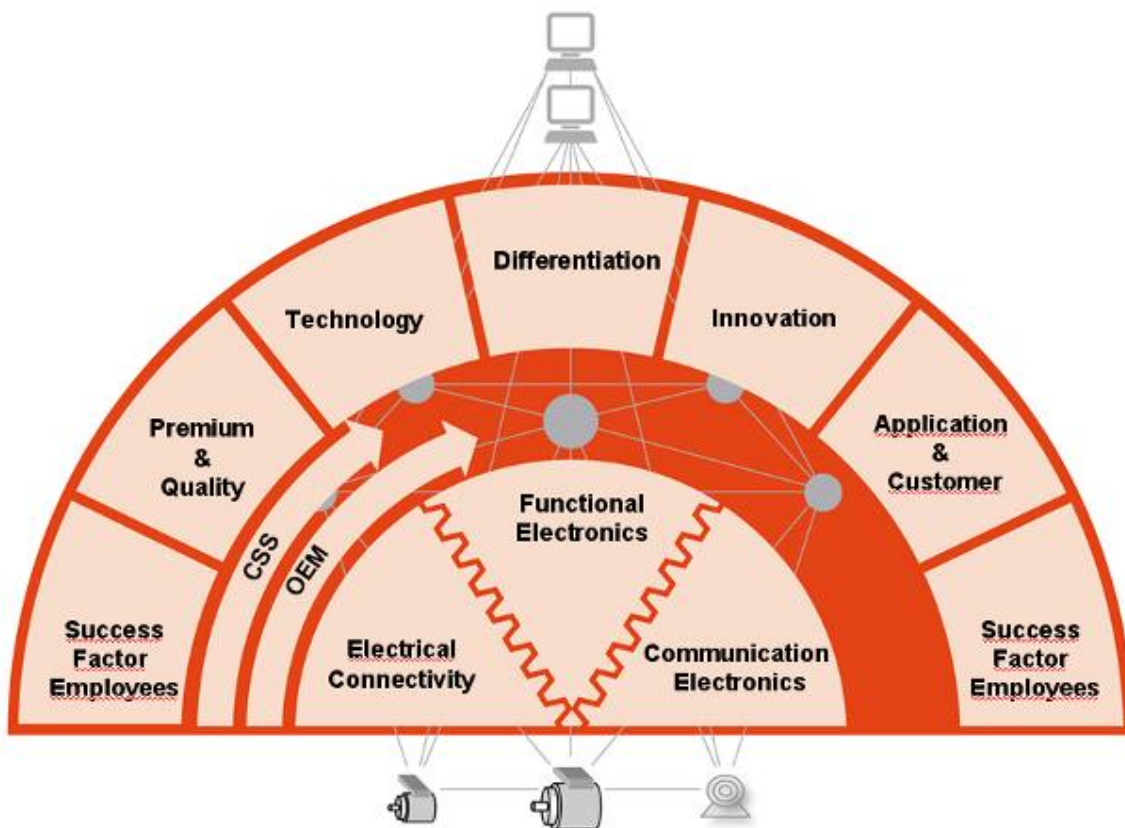
Weidmüller will achieve enduring success as the leading supplier in connecting, transmitting, conditioning and processing the total range of energy, signals and data wherever needed in our customer's application.

Weidmüller will be the preferred partner for custom-tailored solutions if related to the business fields of electrical connectivity, functional electronics and communication electronics.

Weidmüller's product and service portfolio is dedicated to add value to the products and thereby the business of our customers.

#### The key to success:

- Innovative, high-quality products
- Differentiation from competition
- Excellent cost position
- Development of new markets
- Strict customer orientation
- Committed, performance-oriented employees



Picture 2.1: Strategy Top 10

## Weidmüller Corporate Strategy 2020

- Focus on first-class performance in technology, product and service
- Market leadership in the core business units
- Profitable growth

### How do we achieve our objective?

The basis of the ten fundamentals are the business units

- Electrical Connectivity
- Functional Electronics
- Communication Electronics

### The ten Fundamentals of the Corporate Strategy 2020

<p><b>1. Electrical Connectivity</b></p> <ul style="list-style-type: none"> <li>■ Invigoration of the business unit as the strongest pillar and basis</li> <li>■ Strengthen and expand the expertise for switching cabinet, field wiring and PCB products</li> </ul>	<p><b>6. Premium and Quality</b></p> <ul style="list-style-type: none"> <li>■ Positioning as premium supplier</li> <li>■ Consistent first-class performance in all business areas and processes</li> <li>■ Uncompromising commitment to quality</li> </ul>
<p><b>2. Functional Electronics</b></p> <ul style="list-style-type: none"> <li>■ Constitution and organizational architecture of the business unit</li> <li>■ Further development of electronics inside and outside the switching cabinet</li> </ul>	<p><b>7. Innovation</b></p> <ul style="list-style-type: none"> <li>■ Prerequisite for developing new markets, winning new customers and differentiating from competitors</li> <li>■ Innovation as real benefit for our customers</li> </ul>
<p><b>3. Communication Electronics</b></p> <ul style="list-style-type: none"> <li>■ Constitution and organizational architecture of the business unit as the basis for intelligent networking of our products in decentralized automation solutions</li> </ul>	<p><b>8. Differentiation</b></p> <ul style="list-style-type: none"> <li>■ Realization of our technology and innovation capabilities in additional customer benefit</li> <li>■ Differentiation from competition in terms of products and services</li> </ul>
<p><b>4. OEM / CSA</b></p> <ul style="list-style-type: none"> <li>■ Support and complement to the business units 1-3</li> <li>■ Business model OEM: technology and innovation driver</li> <li>■ Business model Customer Specific Assembly (CSA): holistic solutions on project basis</li> </ul>	<p><b>9. Application &amp; Customer</b></p> <ul style="list-style-type: none"> <li>■ Application knowledge as defined core competence</li> <li>■ Quality and reliability in all services and deliveries</li> <li>■ Strict customer orientation</li> </ul>
<p><b>5. Technology</b></p> <ul style="list-style-type: none"> <li>■ Central Technology development division</li> <li>■ Production-related advanced technical institute</li> <li>■ Restructuring of the product development</li> <li>■ Organizing a worldwide development network</li> </ul>	<p><b>10. Success Factor Employees</b></p> <ul style="list-style-type: none"> <li>■ Road to success: commitment and qualification</li> <li>■ Culture of enabling innovations</li> <li>■ Personal responsibility of every individual employee for the strategy execution</li> </ul>

Picture 2.2: Ten fundamentals of the Weidmüller Corporate Strategy 2020

## 2.2 The Management Structure

The Weidmüller Management Structure supports the ten Fundamentals of the Corporate Strategy 2020 as well as the implementation of the agreed objectives by lean management and decentralized structures.

**Dr. Peter Köhler**  
Chief Executive Officer (CEO)



- Company Strategy
- Compliance
- Corporate Communications
- Human Resources
- Production
- Product Management
- Quality Management
- Technology

**Volpert Briel**  
Chief Marketing and Sales Officer (CMO)



- Distribution Management
- Global Key Account Management
- Global Marketing
- Group Companies
- Industry Management
- Market Development
- Strategic Marketing

**Harald Vogelsang**  
Chief Financial Officer (CFO)



- Controlling
- Facility Management
- Finance
- Internal Audit/ Risk-Management
- IT
- Legal Department
- Strategic Procurement
- Supply Chain Management

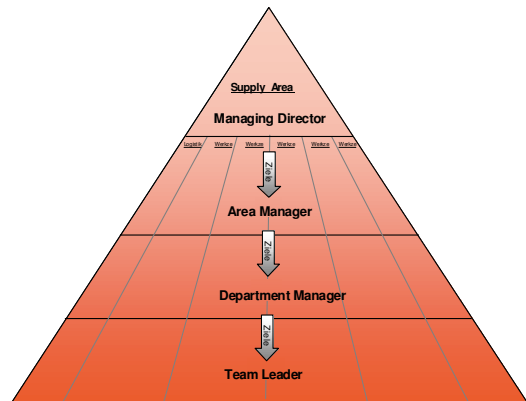
Picture 2.3: Weidmüller Management Structure

## 2.3 The Weidmüller System of Objectives (Weidmüller cascade of objectives)

Every year we deduce our **current objectives** from the strategic „2020 system of objectives“. In the following we break down these objectives to the individual divisions, departments and teams.

For this purpose the Weidmüller planning processes are established by planning the objectives, measurements, budget, investments and the demand for further education.

Our organisation regularly reports about the implementation to the General Management within the monthly reports.



Picture 2.4: Sample for the Weidmüller system of objectives

## 2.4 The Management Assessment, Responsibility and Communication

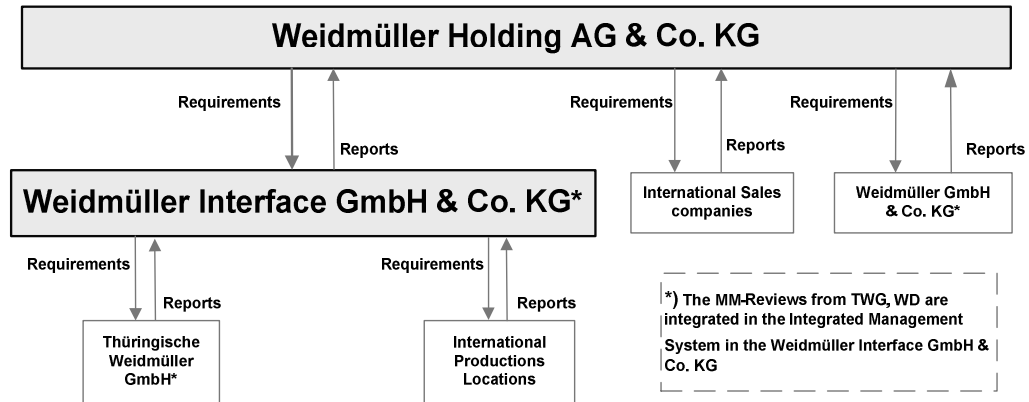
Quality has to be made measurable not only in all major business processes, quality has to be managed and reported. Weidmüller has organized an established **reporting system** with all relevant data, information and its various business levels - just as the activities resulting from the analysis.

Additionally to this reporting system the management conducts every six months **Management-Reviews** to get information about the effectiveness of the system. The composition and the structure are in accordance with the requirements of the DIN ISO 9001:2008/14001:2004, 16001/50001 as well as the standards acc. to **IRIS** (International Railway Industry Standard) and OHSAS18001:2007 (**O**ccupational **H**ealth and **S**afety **A**ssessment **S**eries).

Important points for the preparation of the management assessment are the progress of follow-up measurements of previous management assessments, results from audits, process performances and product conformity, evaluations from the supplier management, internal defects, delivery reliability and response time for customer feedbacks.

In the preparation go – as far as relevant for the management assessment – further researches / considerations from the monthly reporting meetings with the executive management.

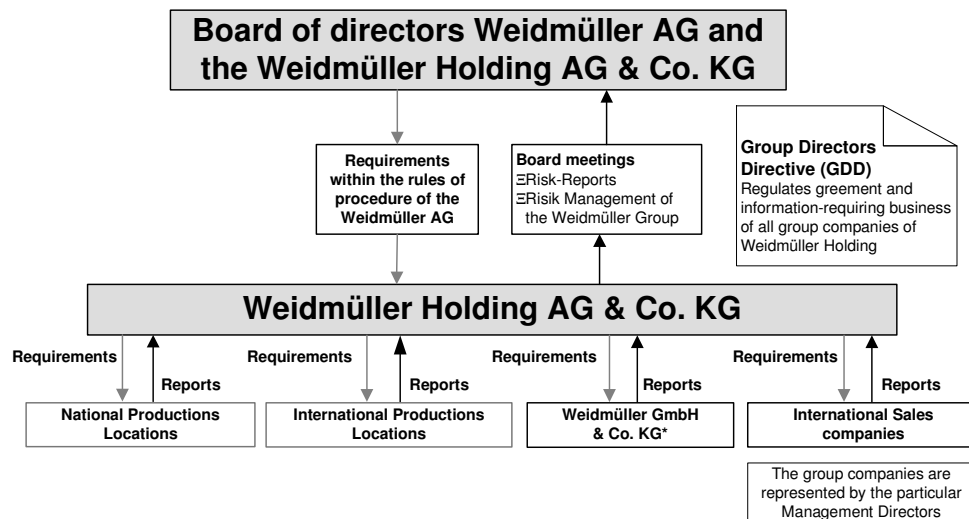
The present model describes the management tools for the assessment of qualification, adequacy and effectiveness of the integrated management system between the sales companies, production sites and the Holding of the Weidmüller group.



Picture 2.5: Weidmüller Management Assessment

In addition to the management assessment Weidmüller performs actively the **Risk Management** for the Weidmüller group at regular intervals which includes the following points:

- the necessary and available monitoring institutions and processes such as Supervisory Board, Executive Board, mandates of the Executive Board and Managing Directors of the group companies, internal monitoring system, duty to obtain consent and duty to supply information, external auditing, internal revision,
- a risk controlling integrated in the controlling system, a. o. templates for the supervisory board, planning cycles, business reviews and monthly reports of all group companies, annual corporate risk management report, reports of the internal revision and
- supporting measures, a. o. group-wide insurance management, contingency and business continuity planning, risk analysis for internal and external deviations with an identifiable high risk factor, project management, defined processes for the internal and external communication.



Picture 2.6: Weidmüller Risk Management



## 2.5 Weidmüller – Partner in Industrial Connectivity

As experienced experts we support our customers and partners around the world with products, solutions and services in the industrial environment of power, signal and data. We are at home in their industries and markets and know the technological challenges of tomorrow. We are therefore continuously developing innovative, sustainable and useful solutions for their individual needs. Together we set standards in Industrial Connectivity.

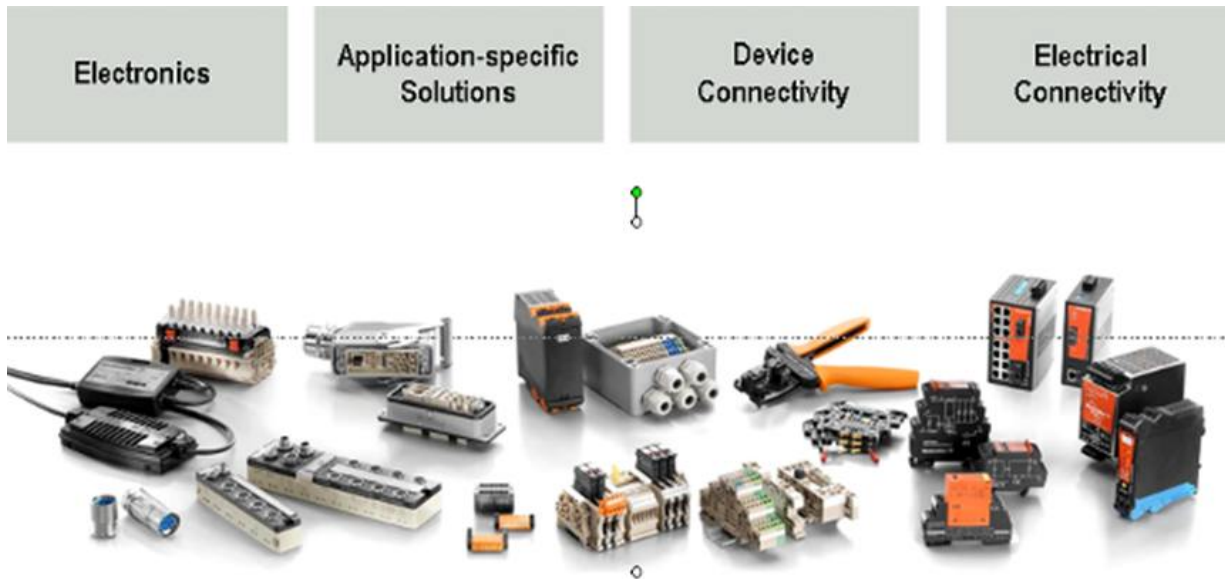


Bild 2.6: Business areas

### 2.5.1 Electronics

Weidmüller's **electronics products** are used for **capturing and processing digital and analogue signals**. These signals can be converted, normalised, protected and prepared for communication networks.

For this analogue signal conditioners, relay and opto modules as well as input/output devices for Fieldbus communications are offered.

Products designed to protect against surges in power grids and measurement/control circuits are also available. The electronics portfolio also features power supply solutions for electrical cabinets for use in industrial and process applications.

### 2.5.2 Electrical Connectivity

Weidmüller's **electrical connectivity products** cover all of your field wiring and electrical cabinet design needs – whether you are **connecting, isolating, securing or testing**.

Our broad terminal block portfolio and associated services help to increase productivity when supplying, distributing and connecting power and signals. Continuous, integrated systems for decentralised distribution of sensors/actuators data and power can be used in field wiring and network design to increase your efficiency.

The product portfolio also includes metal and plastic housings, marking materials, industrial printing systems and a wide range of tools for terminal wiring and electronics installation needs.

### 2.5.3 Application-specific Solutions

The **Application-specific solutions** division develops innovative, market-oriented solutions that **are tailored to user requirements**.

These solutions are based on our standard products and key competencies. The products are designed in close cooperation with our customers: they include customer-specific assemblies, products and solutions based on market and application requirements, and customised product innovations.

The division is increasingly focused on the renewable energy, transportation and process industries. Weidmüller uses the emerging requirements in these fields as a basis for designing innovative products and solutions.

### 2.5.4 Device Connectivity

**OMNIMATE® device connectivity provides** added value for the device. It also contributes to our customers' success by **improving their design and manufacturing processes**.

Our wide line of application-based products includes PCB terminals, PCB connectors as well as WGK through-panel terminals and electronics housings for industrial applications with focus on signal processing and power electronics.

As a pioneer and leader in device connectivity, Weidmüller supports the entire design-in process with deep-rooted application expertise. Our global design-in support provides an optimal connection between products and services that delivers custom solutions.



Bild 2.7: Our markets

## 2.6 Quality Strategy / Quality Policy

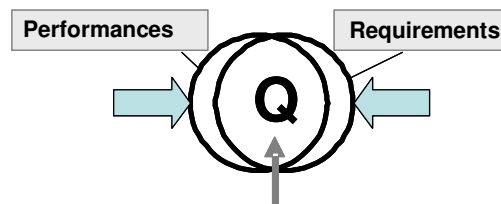
### What defines quality at Weidmüller?

The term „Quality“ derives directly from the Corporate Strategy 2020:

- Quality is an indispensable component for the implementation of the Corporate Strategy 2020.
- Quality without compromises is the claim to the implementation.
- Quality is the standard to what extent our products and services fulfil our customers' requirements (s. picture 2.9).

Precondition is that the customers' requirements / expectations are well-known in detail.

- This means for the divisions Production and Logistics the strict compliance of the specifications.
- The market functions (Sales, Strategic Business Units) as permanent task have to clarify whether the market requirements are fulfilled with the current products and/or the new products with new specifications.
- Quality affects all employees in all divisions and relies on the fact, that the Management task „Quality“ is actively forced by the relevant responsible.
- We do not accept any faults and we do not forward any faults – faults are not accepted.



Picture 2.9: Performance and requirements

- Quality is further differentiated by product and performance quality.

#### **Product quality:**

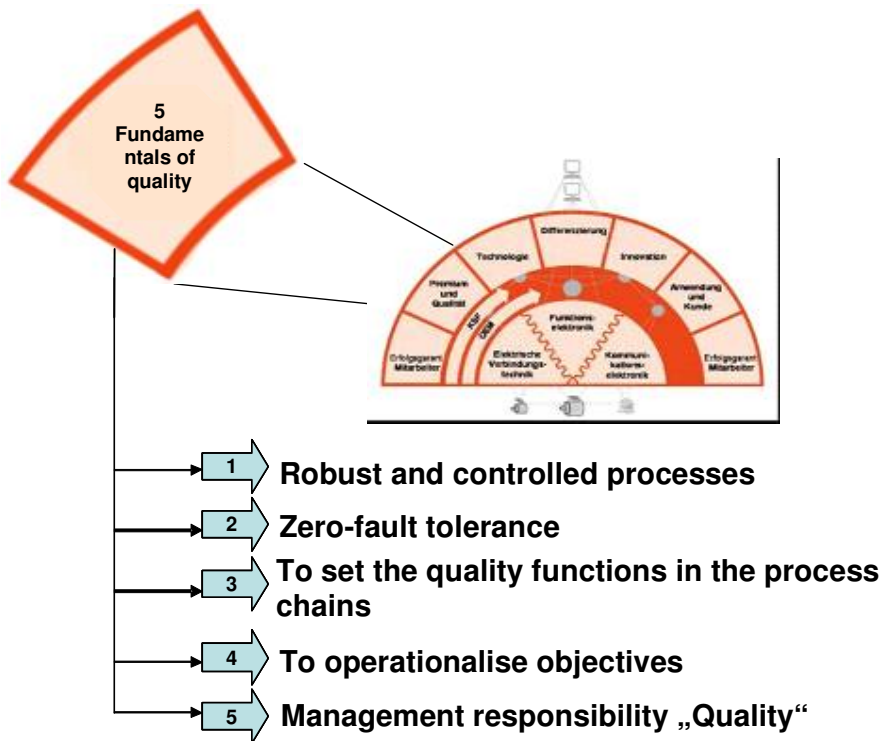
Defined product properties are kept reliably. Therefore, Weidmüller products offer for the entire lifetime of the product the expected functionality and operate reliably and failure-free.

#### **Performance quality:**

Due to the performance quality noticed by the customer, Weidmüller has the chance to position itself positively in its business fields and to achieve customer satisfaction and in the long-term the market leadership in the core business units.

## How does Weidmüller achieve this uncompromising commitment to quality?

There are 5 fundamentals formulated for the implementation of this standard which are briefly defined in the following.



Picture 2.10: Five fundamentals of quality

### 1. Robust and controlled processes are the basis for quality and performance stability!

To control „technological processes“, it is necessary

- to know the decisive impact parameters,
- to have the competence to influence the impact parameters reliably and
- to establish robust processes also in case of changes.

To control „organisational processes“, it is necessary

- to have a clear task definition, clear responsibilities and defined interfaces and
- to ensure the compliance with the regulations.

### 2. Zero-fault tolerance and the attitude within the entire company!

**Zero-fault tolerance means:**

- no ignorance / no acceptance / no tolerance to faults,
- consequent corrections / ensuring the sustainability and
- taking the chance for improvements.

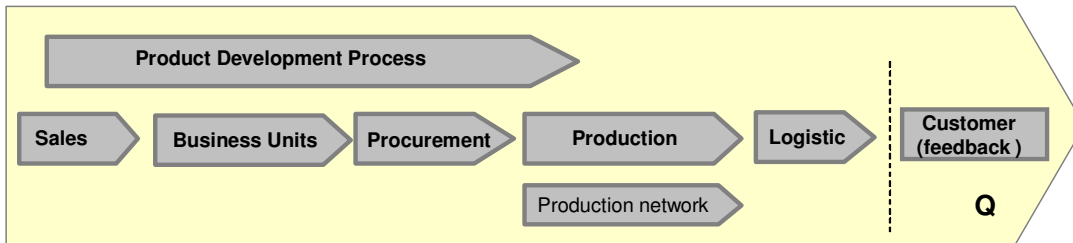
**Aberration means:**

- ensuring the systematic improvement and
- ensuring the sustainability

### 3. To set the quality functions in the process chains!

The reliable linking of Q-functions, in particular in early product development phases, is an essential requirement for high product quality. By the implemented decentralisation of the Q-functions the quality responsibility is realized decentralised.

Here the focus is on prevention. It has to be the task to avoid faults and fault developments. To “test” quality is no strategic option.



Picture 2.11: Quality functions in all process chains

### 4. To operationalise objectives, consequent implementation of defined fields of operation!

#### Operationalisation means:

- to project objectives / tasks and measures
- to make objectives measurable => significant ratio system
- to prepare development plans

#### Implementation of defined operational fields means:

- set a clear order and
- project management / controlling

### 5. Management responsibility quality – quality affects all employees, all divisions and all processes!

#### Quality affects all divisions, all employees, all processes

- Sales, Business Units, Development, Procurement, Production, Logistics ...

#### Management responsibility quality means:

- to establish pre-conditions for the employees (capacity, training)
- to solve objective conflicts (quality, costs, schedule)
- to pass the attitude to the employees

## 2.7 Health & Safety, Environmental and Energy Policy

Sustainable management, social responsibility, protection of the environment, safety at work and energy management are fundamental components of Weidmüller's corporate policy.

As the leading provider of solutions for electrical connectivity, the Weidmüller Group claims to set a particularly high quality standard in technology to generate as globally acting company the profitable and sustainable growth. However, this is achieved only if Weidmüller always orients itself not only technologically and economically, but also within social, ecological and energy ranges at particularly high standards.

In the awareness of the corporate activities on its environment and the community, Weidmüller admits ever since to its social responsibility for the environment and the occupational safety.

Important milestones for the companies history were the first certification of the environment management acc. to DIN EN ISO 14001 in 1997, the consolidation of the health & safety, environment and the quality management systems in 2004 as well as the organization and the certification of the health & safety system acc. to OHSAS 18001 standard in 2008.

With the integration it was guaranteed that processes and responsibilities are clearly defined within the entire company and that the compliance of the Weidmüller Management Guideline is ensured at all times and at all locations. The Corporate Strategy is supported through the certification of the energy management system according to DIN EN 16001 in 2011 and the adoption of DIN EN ISO 50001:2011 in 2012.

### In detail this means – today and in the future:

- **Weidmüller takes actively responsibility**

The awareness to act socially and economically responsible is a foundation pillar of our corporate culture. Consequently with all activities Weidmüller pays attention to treat resources with care, to detect environmental pollution early, to reduce these as much as possible and to create working conditions as safe as possible and the different forms of energy use as efficiently as possible and to reduce continuously.

- **Compliance with statutory regulations**

Weidmüller complies with all standards and regulations regarding work, environmental and energy protection. We transact an electronic table of legal provisions. This enables us to act at all times on the basis of the current laws, standards and regulations in order to achieve the highest level of legal certainty. To consider the requirements of the environmental protection and health & safety Weidmüller has appointed qualified representatives.

- **The thought of sustainability from the development up to the disposal**

The consideration of environmental, energy and health & safety aspects starts already with the product idea. Therefore, any impact of planned activities on the environment and employees is inspected and evaluated already at an early state in the phase of the product development. This applies to changed requirements just as much as to the introduction of new procedures and processes within the company. The complete product life cycle is always taken into consideration – up to the disposal and/or recycling.

- **Process of continuous improvement**

By defining our goals, measures and actions we commit ourselves to continuously improve our performance in the field of environmental protection, efficient use of energy and safety at work. Weidmüller provides the necessary resources in order to support continuous improvement.

■ **Information and training of employees**

At regular intervals Weidmüller performs health & safety and environmental trainings, to keep the employees' competences concerning health & safety, environmental and energy management subjects on a high level. Our integrated management documentation is provided to all employees via the Weidmüller intranet.

■ **Environmental protection and optimal use of energy in production**

When planning new processes or process extensions we attach great importance to the application of modern technology and we use all possibilities to avoid any noise and pollutant emissions. An efficient energy input is a matter of course for us and is actively and constantly improved. We try to avoid, reduce or recycle any kind of wastages.

■ **Information for the public**

We communicate our environmental and health & safety policy via the intranet and other media of the public, our customers and our suppliers. We coordinate the measures for the prevention and protection of possible risks concerning occupational safety and environment with the responsible authorities.

■ **Regular audits**

Health & safety and environmental criteria are continuously monitored and evaluated by regularly conducted internal and external audits as well as by health & safety inspections. From the evaluations we deduce new occupational safety, environmental and energy objectives.

**The following 5 basic rules are extracted for Weidmüller from the aforementioned statements:**

- **Occupational safety, environmental and energy protection concerns everyone!**
- **In case of doubt occupational safety and environmental protection always have priority!**
- **Accidents as well as environmental impacts are avoidable when acting safety-conscious!**
- **Professional work includes safety-conscious work!**
- **Continuous training and regular instructions relating to safety at work, environmental protection and energy saving are indispensable!**

### 3. Integrated Management System

#### 3.1 Organisation and Structure at Weidmüller

More than 20 years ago Weidmüller started to create, introduce and develop a quality management system in accordance with the international standard **DIN EN ISO 9001**.

Since 2004 Weidmüller has implemented an integrated management system (**IMS**) for quality, environment and health & safety. Weidmüller has the claim to consequently integrate, improve and align the individual elements of our management system with our processes and customer requirements.

#### Quality Management

Traditionally quality at Weidmüller has a high level of significance. The company has always developed with a high level of quality consciousness. Within the Corporate Strategy 2020, Weidmüller strives to become an excellent company on world class level.

#### Environmental and Energy Management

Our environmental management system is based on the applicable law and the requirements of the DIN EN ISO 14001:2004. The certification of the environmental management system has been implemented and further developed since 1997.

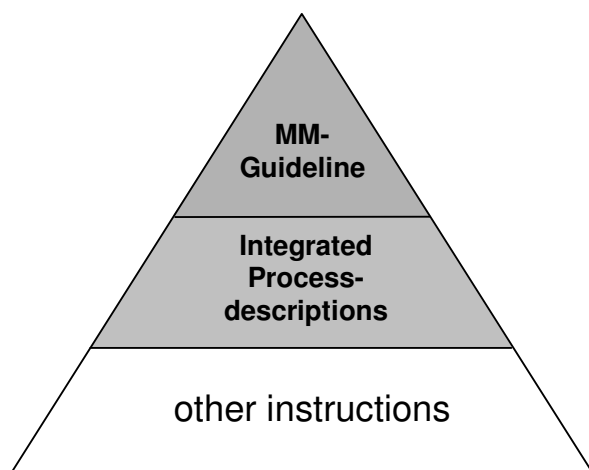
Weidmüller's environmental management system was enhanced in 2011 by the aspects of energy management (EN 16001) and brought in line with the new DIN EN ISO 50001:2011 in the year 2012.

#### Health & Safety Management

The basic principle „safety first“ applies for the contact with current within the electrical engineering. This statement applies also for the **occupational and health protection** of our employees and is an essential part of our corporate culture.

An occupational safety system acc. to OHSAS 18001:2007 was successfully certified in 2008 and will continue to operate successfully since then.

#### The document structure



#### Content

Statements concerning the Corporate Strategy 2020, objectives and management system

Demonstrating the succession and interplay within the value added chain, clarifying responsibilities, to measure, analyse and improve results

Providing regulations for relevant activities

The Management Guideline represents the superordinated document of our document structure. The Quality Management Representative is responsible for the preparation, maintenance and distribution of the Management Guideline.



### 3.2 Weidmüller Process Model

Processes must be organized to achieve the requested result.

„To organize“ means:

- to identify the necessary processes for the business success,
- to describe the operational processes and to orient them on the customers' requirements,
- to name the responsibilities within the process and
- to monitor the process and the results of processes – and to correct them - if necessary.

We achieve this with the Weidmüller process model which is arranged in accordance with the international standards of the relevant ISO standard. It forms the basis for our **document management**, our **process documentation** and our **process management**.

### 3.3 Document Management

To prepare, distribute and administrate documents and process descriptions up to date at Weidmüller, we integrated an **EDP supported document management system** in our process landscape.

This ensures that the process of the preparation, revision, release, distribution, modification and filing – by including our employees – is self-explanatory and clear.

Titel	Business	Mittel	Anzahl	Stärke	System
A_36.08	8-Direkt-Anforderung-Vorwerkscopier	200.000	1	1	1
A_36.11	Technische Zeichnungen für den Bereich elektrische	800.000	1	1	1
A_36.22	Produktionsanforderung	100.000	1	1	1
A_36.24	Technische Zeichnungen für den Bereich elektrische	2.000.000	1	1	1
A_36.25	Technische Zeichnungen für den Bereich elektrische	200.000	1	1	1
A_36.27	Vertrag und Dokumente für den Bereich elektrische	100.000	1	1	1
A_36.30	Vertrag und Dokumente für den Bereich elektrische	100.000	1	1	1

Picture 3.2: Extract from the document management system

Due to the integration in the Weidmüller portal (Intranet) all documents are available from every PC. With the necessary rights it is also possible to access the document management from an external location.

Internal documents, such as forms or checklists, are made available to all employees in the Weidmüller template system via the Microsoft Office application.

External documents, such as legal regulations or standards, are available from the standard compliance office.

This is how we ensure the availability of all listed documents as updated version at any time.

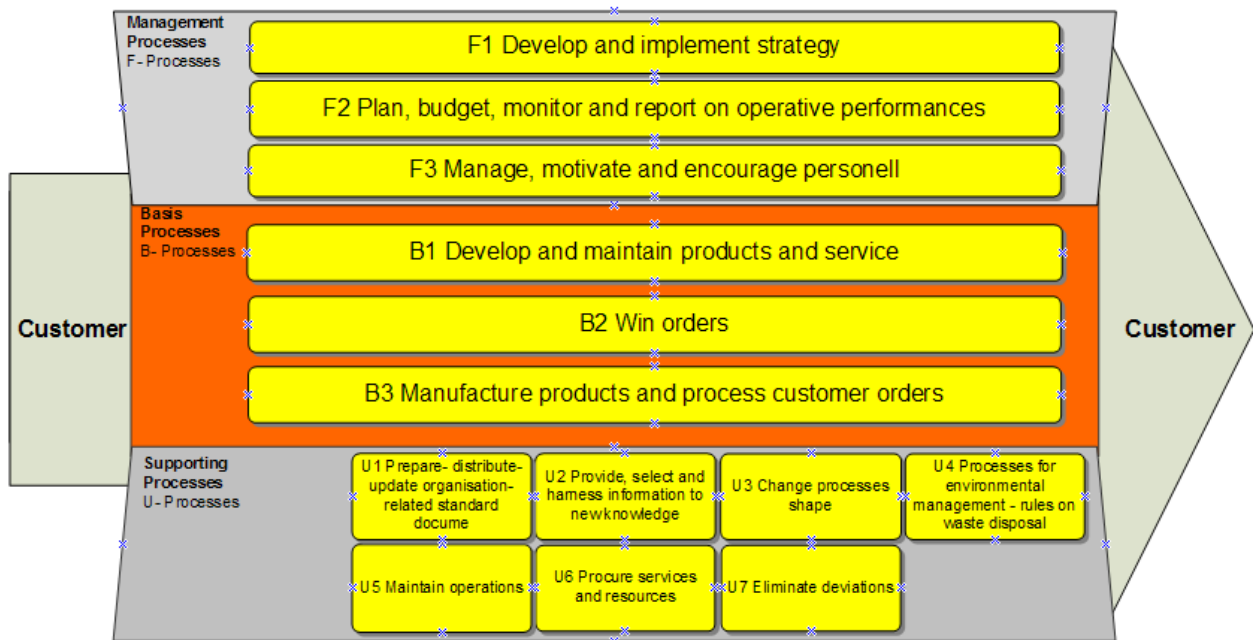
### 3.4 Process Landscape – Visualization of internal processes

We have structured and described our management system in a broad-based and systematic way. To work objective-oriented and successfully it is necessary that all affected employees know and understand our processes, their interrelation and dependencies.

Therefore, we have pictured our main processes in graphic processes, together with the affected employees and/or completed by further describing instructions.

Our process landscape will be continuously updated and adapted to changing internal and external customer requirements.

In addition to these visualized processes there are further described procedures which are not explicitly visualized.



Picture 3.3: Weidmüller Process Landscape

### 3.5 Process Management

Each process is characterized by the interaction of various activities which could run successively or parallelly. Objective of each process is to change specified input by the execution of individual working steps into planned results.

The results of processes have always an internal or external customer and the objective to fulfil the determined customer requirements under the aspects of effectiveness (are the requested results fulfilled) and efficiency (are the activities performed economically).

We understand under processes e.g. the development of a new product, the processing of customer orders and the planning of production orders.

### 3.6 Audit Management

Audits are necessary to ensure that defects and risks in the integrated management system are detected in an early stage. The audits are held and conducted by trained employees who are qualified and autonomous.

All named companies of the integrated management system plan their audits in a joint audit plan. With this Weidmüller ensures that our management system makes a contribution to the achievements of the objectives and - at the same time – fulfils the requirements of the system of rules forming the basis.

### 3.7 Authorized for the Integrated Management System

To control and develop the integrated management system, Weidmüller has authorized employees for quality, environmental protection and health & safety for the individual locations. Further teams for quality, environment and health & safety as well as further authorized employees from the various divisions are available for their support.

#### **Authorized for the Quality Management (QMB)**

Responsible for the QM system development DIN EN 9001:2008, documentation, auditing as well as the securing of the standard conformity for the:

**Weidmüller Interface Romania, S.R.L., Tautii Magheraus**  
**Weidmüller Interface GmbH & Co. KG, Detmold**  
**Thüringische Weidmüller GmbH, Wutha-Farnroda**  
**Weidmüller GmbH & Co. KG, Detmold**  
**Rawela s.r.o., Zichlinek**

#### **Authorized for the Environmental- and Energy Management (UMB)**

Responsible for the UM/EM system development DIN EN ISO 14001:2004/ 50001, documentation, auditing as well as the securing of the standard conformity for the:

**Weidmüller Interface GmbH & Co. KG, Detmold**  
**Thüringischen Weidmüller GmbH, Wutha-Farnroda**  
**Weidmüller Energie GmbH & Co. KG, Detmold**

EM: Energy Management

#### **Authorized for the Health & Safety Management (AMB)**

Responsible for the system development OHSAS 18001:2007 documentation, auditing as well as the securing of the standard conformity for the:

**Weidmüller Interface GmbH & Co. KG, Detmold**

All legal and organizational subjects concerning health & safety for the:

**Weidmüller GmbH & Co. KG, Detmold**  
**Thüringischen Weidmüller GmbH, Wutha-Farnroda**

This includes all supervising and consulting functions.

Wherever special requirements are applying, the general management appoints further authorized employees, e.g. for radiation protection, for the implementation of the requirements of REACH (**R**egistration, **E**valuation, **A**uthorisation (and Restriction) of **C**hemicals), **RoHS regulation** (**R**estriction of the Use of Certain **H**azardous **S**ubstances) or requirements from the ex-proof area (**A**TEX) and the compliance of the regulations of the KTA 1401 for the production and assembly for products for the nuclear technology.

Beyond this the General Management obligates

- all supervisors to ensure within their range of responsibility the definition and monitoring of quality objectives, to give all relevant requirements of the management system to the employees and to apply the requirements continuously and responsible and to develop them further.
- all employees to include all requirements of the management system in any action in the sense of the objective.

Further detailed information for the fundamental structure organisation is regulated in individual orga charts. This information is available for the other departments.

### 3.8 Certificate and approvals

Our management system covers a number of proofs documenting their application in practice. Some of the certificates/proofs are listed in the following table. All current and value certificates can be downloaded as copy from our website.

Proof	Standard	First date of issue	Current issuer
Certificate	DIN EN ISO 9001 : 2008	Jun 1992	DEKRA Certification GmbH
Certificate	DIN EN ISO 14001 : 2004	Oct 1997	DEKRA Certification GmbH
Certificate	DIN EN ISO 50001:2011	May 2012	DEKRA Certification GmbH
Certificate	IRIS (Rail standard)	May 2008	DEKRA Certification GmbH
Certificate	OHSAS 18001 : 2007	Apr 2008	BGETF
Certificate	Sony Green Partner	Apr 2006	SONY
Certificate	EU-Guideline 94/9/EC (ATEX)	Jul 1997	KEMA
Certificate	KTA 1401, QSP 4a	Nov 1992	FRAMATOME
Accreditation	DIN EN ISO/IEC 17025	Jul 1994	DAKKS

Picture 3.4: Extract certificates and approvals

### 3.9 Success Factor Project Management

The objective of our project management is to offer our internal as well as our external customers agreed performances (quality, schedule and price) which ensures customer satisfaction. Consequently this obtains a positive economical result for Weidmüller.

In this process each project has its own objectives as well as technical, organisational, schedule and financial basic conditions. For this reason we have developed and introduced processes – particularly for the development of **standard products** as well as for **customer specific products**.

The basis for each project is a phase model which ensures the project controlling and the project related quality management in the individual phases by integrated milestones - also called quality gates.

The individual phases are supported by the application of instructions, forms and check lists, the application of standardized procedures for the quality assurance and the use of software tools for the systematic planning and controlling of projects.

### 3.10 External Partners

Weidmüller as a globally operating enterprise runs an extensive network of local and global partners in order to fulfil its customers' performance requirements.

In order to guarantee compliance with both customer requirements and legal aspects we choose, mentor and develop our partners according to defined processes and requirements within the framework of our management system.

The interfaces between Weidmüller and its partners are therefore clearly defined and have been documented. As far as it is possible to talk about "outsourced processes " in terms of the norm, it defines how ...

- ... Weidmüller services, products and specifications leave the company,
- ... they are brought to the external partner,
- ... they are re-integrated into Weidmüller processes.

## **4. The accredited Weidmüller Laboratory**

The reliability of technical data is very important for the user. With the accreditation in 1994 acc. to DIN EN ISO/IEC 17025 by an external independent institution (Deutsche Akkreditierungsstelle für Technik GmbH (DATech)) our laboratory got the competence to perform tests on terminals, connectors, electronic equipment incl. EMV and environmental tests and/or to test processes in standard conform procedures and to establish test reports.

The inspections/tests done in our accredited laboratory are comparable with the tests/inspections of commercially operating accredited laboratories. Furthermore, the accreditation of our laboratory is accepted in other countries as equal accreditation.

### **4.1 Product Approvals**

The approvals are quality proofs for our products. They are given after successful qualification tests performed by independent institutions and they are the requirement for the application in specified markets or fields of application.

Within the product development processes, approval procedures, type tests and reliability statements our products are subject to extensive tests concerning suitability, availability and safety.

Consequently, the laboratory supports the basic principles summarized under the technical term „RAMS“ regarding:

*Reliability*

*Availability*

*Maintainability*

*Safety*

for products.

### **4.2 Compliance with European Chemicals Regulation REACH (Regulation on Registration, Evaluation, Authorisation and Restriction of Chemicals)**

It is our aim to regulate the implementation of legal and customer specifications for procedures or substances subject to registration within the Weidmüller Compliance System for Products (hereinafter called CfP) according to clear and understandable rules.

Weidmüller applies IPC-1752A standard procedures for the declaration of materials and products in order to clarify whether materials and products are in compliance with the requirements. In order to achieve the defined goals, the central control of hazardous materials used in our products is of particular and utmost importance.

Therefore all legal and customer-specific environmental specifications concerning the substances in our products are recorded in our CfP substance database.

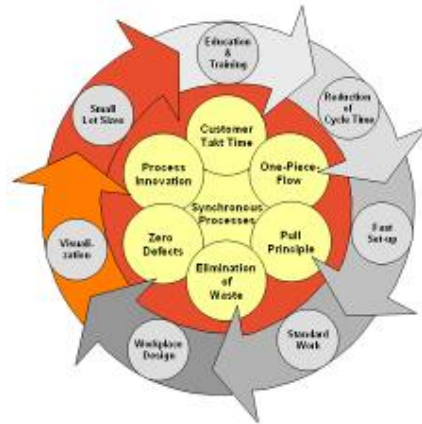
As soon as an updated version of the IPC-1752A standard is published, the specifications stated in Weidmüller's CfP substance database are automatically updated via the web-based platform "BOM-check.net". This is to guarantee the timeliness of the CfP substance database.

Weidmüller also uses the BOMcheck.net portal for information about materials declarations in order to fulfil communications duties within the Weidmüller supply chain (customer – Weidmüller – supplier).

## 5. The Weidmüller Production System

The **Weidmüller Production System (WPS)** covers components from various successful management models (KAIZEN<sup>®1</sup>, TPM<sup>®2</sup> and Just-In-Time<sup>3</sup>). They were combined for the continuous improvement in a corporate individual model.

Weidmüller can fulfil the general requirement to be premium supplier only, if in particular the production areas meet the requirement to be an excellent production facility. With this understanding Weidmüller will be measured with world class companies in terms of costs, quality, delivery times and production technologies.



Picture 5.1: The model of the Weidmüller Production System with its seven core elements and the seven supporting strategies

Two important central ideas are taken into consideration by the WPS:

- the consequent orientation of our production processes on the added value
- the consequent reduction of our internal running times

Both ideas require the continuous uncovering and elimination of wastage and the minimization of fluctuations in our processes (synchronization of processes).













The conscious concerning wastage drives the process of the continuous improvement forward and identifies elements causing costs without increasing the value of the product. Consequently, the elimination of wastage together with the involved cost reduction is a key to a profitable company with profitable growth.

The concentration of added value is in the focus of our value performance.

Generally with the correct measures the WPS shall

- increase the quality of the products and services,
- reduce the unit costs,
- reduce the inventory,
- reduce the running times and
- increase the productivity.

I  
M  
P  
R  
O  
V  
E  
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E  
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T

Quality	Costs per piece	Stocks	Cycle time	Planning quality	Productivity
					
					

Picture 5.2: Setting lever in the Weidmüller Production System

To be able to realize the above, our organisation has the necessary workshop concepts, methods and tools available.

<sup>1</sup> From the Japanese: KAI = changes, ZEN = good and/or to the better. However, it is mainly in the sense of a small dimension improvement.

<sup>2</sup> Total Productive Maintenance (TPM) is a program / a method targeting the maximization of effectiveness of machines.

<sup>3</sup> Products and services are only provided on customer request, exactly at the time of the customer request and in the quantity and quality requested by the customer.