

## Company Policy

Reinhardt Microtech GmbH, a part of the Cicor Group, is one of the world's leading manufacturers of sophisticated microelectronics in the field of thin-film technology for microelectronics, optoelectronics, high-frequency technology and microsystem technology on a wide range of basic materials. We use innovative technologies to realize customer-specific product solutions at the highest level.

### Our company objectives are:

- Success of our company
- Satisfaction and trust of our stakeholders (shareholders, customers, employees, suppliers)
- Environmentally and socially conscious appearance
- To stay at the leading edge of technology
- To motivate our employees



### Our principles are:

- Quality is directed toward customers' and market needs as well as internationally accepted criteria and standards.
- Every employee is responsible for the quality and correctness of his work as well as commitment to adhere to the agreed deadlines.
- All employees work together for the satisfaction of our customers.
- It is the task of management to develop procedures and systems to:
  - recognise and prevent failures at an early stage
  - improve and develop processes to stay at the leading edge of technology
  - enable continued learning, further education and continuous improvement
  - promote the awareness of employees regarding the company policy and their contribution to the effectiveness of the quality management system
  - guarantee safety at work in line with latest developments in technology
- It is the task of management to plan and to realise the training of the employees with the objective to improve their quality of work.
- It is the task of the sales department to maintain a fair relationship with the customers as well as the representatives' network to create long-term cooperation environment and to guarantee that all product definitions are clearly defined corresponding to customers' demands.
- It is the task of quality management to assure clear responsibility within all company sectors and to guarantee that all customers' requirements are met.
- It is the task of the purchasing and quality department to maintain a good and constructive co-operation with the suppliers.