



Thinking and acting sustainably. Quality, Environmental, Occupational Health & Safety Management at ifm

July 2023



Quality and environmental management.

We have implemented a quality management system certified to ISO 9001 that represents our modern processes with the aim of maximising customer benefit. Certified to EMAS / ISO14001. So, all products from the ifm group set standards for highest reliability, precision and sustainability.

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Foreword



*Martin Buck & Michael Marhofer
Chairmen and co-CEOs of the
ifm group of companies*

“Sensing, networking, and control technology for the automation of a wide variety of processes to humanise society is the corporate mandate given to ifm electronic by the partners.”

Extract from ifm's corporate philosophy

Dear Readers

With more than 8,750 employees as well as subsidiaries and representative offices in over 95 countries, the family-owned company ifm is one of the worldwide leaders in automation. We owe our impressive development both to our commitment to continuous improvement and flexibility and to our principles relating to quality and environment.

Close customer contact

True to the corporate mandate stated above, our commitment to these principles benefits our customers, just as it forms the backbone of our company. Therefore, our claim “ifm – close to you” is also a performance challenge to ourselves.

This means: ifm not only offers outstanding products, but also provides a service that requires consistently customer-focused processes. The aim is to create a basis of trust between company and customer by providing comprehensive information and fostering a fruitful dialogue. This is what forms the basis for success – ours and yours.

Transparency

For this reason, this information will not only focus on our quality and environmental management system, it will also give you an insight into our company and our philosophy.

Our goal is to leave you with the assurance that you have chosen the right partner. We mean what we say and we act accordingly: We develop solutions for you that follow a long-term strategy.

Looking forward to a successful cooperation,

ifm group of companies
Board of Directors

Martin Buck

Michael Marhofer



The ifm group of companies



Glückaufhaus, Essen

Quality and products “designed by ifm”

Since its foundation in 1969, ifm has been closely connected to Germany as a location for industry. High product quality and accurate technical data are unimpeachable values of ifm. Moreover, the automation company is committed to producing high-quality and long-lasting products, applying ecologically sound production processes to the greatest possible extent. Therefore, ifm's production always reflects the state of the art and the applicable environmental regulations. All ifm production sites are certified according to ISO 9001. Resource-saving and efficient production – a strong combination: In 2014 ifm was awarded the innovation prize of the initiative “EnBW Netzwerk Energieeffizienz” for a successful energy efficiency commitment.

Corporate headquarters and central warehouse

The corporate headquarters, which house the sales and service departments, are located in the historic Glückaufhaus in Essen at the heart of the Ruhr region. From the logistics centre in Essen, products are supplied directly to ifm customers within the EU and to the logistics centres worldwide outside the EU.

Development and production

About 50 per cent of all ifm products are manufactured at 5 production sites in the Lake Constance region. The majority of the research and development people are located there. Production processes are constantly optimised and of course comply with the applicable regulations. ifm maintains additional development and production facilities in Pennsylvania, USA; Singapore; Opole, Poland and Sibiu, Romania.

ifm group services gmbh

ifm group services gmbh is the central service company in the ifm group of companies and supports the operative ifm companies. The group service functions are thus bundled in one business unit which supports that secures the dynamic growth in the ifm group of companies.

ifm efector gmbh

ifm efector develops and manufactures inductive, capacitive and photoelectric sensors.



ifm efector, Tettngang



The ifm group of companies



ifm ecomatic, Kressbronn

ifm ecomatic gmbh

ifm ecomatic manufactures and develops control systems and evaluation units as well as industrial communication systems for automation. Since 2002 ifm ecomatic has been certified to ATEX and KBA (Federal Motor Transport Authority).



ifm diagnostic gmbh, Rosenheim

ifm diagnostic gmbh

In line with the guiding principle of the ifm group of companies, the business activities of the ifm diagnostic subsidiary focus on the development of sensor systems for vibration monitoring and diagnostics as well as inclination sensors for the motion control sector.

ifm prover gmbh

ifm prover, an independent subsidiary of ifm, develops and produces flow, pressure and temperature sensors for the process industry.



ifm prover, Tettang



The SUMMIT, Siegen

The SUMMIT - high-tech centre in Siegerland

At the Siegen-based SUMMIT opened in 2019 ifm concentrates their competence for Industry 4.0. With pmdtechnologies AG and the companies ifm solutions, ifm services, ifm software and GIB there are five companies that develop trendsetting hardware and software to implement the vision of an intelligent, worldwide networking and communication of the manufacturing industry.



The ifm group of companies

ifm syntron gmbh

The subsidiary ifm syntron specialises in 2D and 3D vision sensors, camera-based identification systems and RFID products for automation.



ifm syntron, Tettwang

ifm ecolink, Opole

ifm ecolink sp. z o.o., Poland

Certified to ISO 9001 and ISO 14001, the independent subsidiary develops and produces connection technology.



ifm prover, Malvern, PA

ifm prover inc., USA

Among other products, the American subsidiary of ifm prover in the Lake Constance region develops and produces temperature sensors.

ifm electronic Asia Pte. Ltd., Singapore

The regional plant with R&D, product management and production facilities, among others, for photoelectric sensors for the fast-growing markets in Asia.



ifm electronic, Singapore

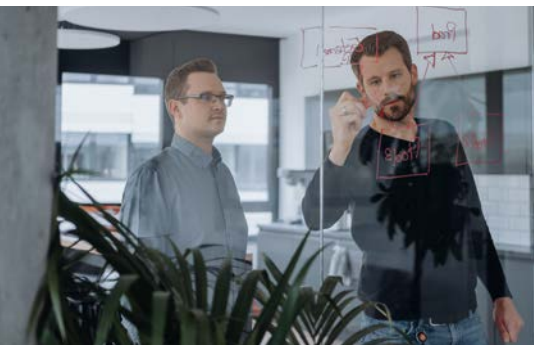
ifm efector srl, Sibiu

ifm efector srl in Sibiu, Romania, develops and produces position sensors for industrial automation applications.



ifm efector, Sibiu

In dialogue



“ifm's claim of being a special company can only be fulfilled if we are better prepared for the future than others.”

Extract from ifm's corporate philosophy

Dialogue partner

One of the strongest sales teams within the industry, more than 2,500 customer visits per day, locations in over 95 countries and ifm service centres that provide free and direct assistance worldwide and take orders: we maintain an ongoing dialogue with our customers and place great emphasis on active advice and support. At the same time, we can only develop innovative products for our customers if we conduct basic research in cooperation with specialised research institutes. This is why ifm carries out research and development together with external institutes and universities. The mutual benefit: continuous high expenditure for R&D together with a high level of commitment consolidates our technological lead over our competitors.

Customers

- ifm service centres support via chat or phone: constructive help and advice, latest literature, selection of units, application solutions
- Direct sales: active customer support through 85 branches worldwide
- Advertising in dialogue: fairs and forums as platforms for direct customer contact
- When launching new products and technologies, ifm supports their customers with workshops and seminars at the ifm training centres or directly at the customer's site

Employees

- Training measures, staff meetings, company network, company magazine, health and safety at work management, alumni meetings

Suppliers

- ifm maintains long-term partnerships with their suppliers, a prerequisite for a supply contract: Potential analysis, supplier assessment and quality assurance agreements are included in the ifm sampling procedure

Education & research

- Cooperation with educational institutes: special discounts and free units for educational institutes, promotion of youth initiatives such as Robocup and TectoYou, support with diploma and final theses
- ifm lecture hall and endowed professorship at the university Ravensburg-Weingarten, partner of the Opole University of Technology, Poland
- Lectureships and guest lectures at universities
- Development alliances with research institutes and other companies
- Standardisation and association work



ifm – close to you





ifm – close to you



Quickly and safely to the customer

Branches and representations in over 95 countries worldwide (3 sales centres and 4 sales locations in Germany) ensure that we are always close to our customers, via the internet even around the clock.

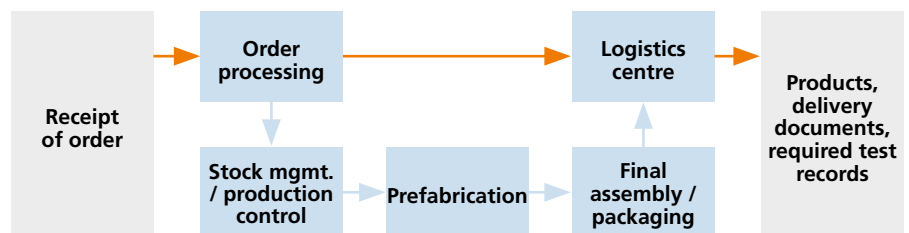
The central warehouse in Essen, one of the most modern warehouse systems in Europe, ensures that your order is promptly and suitably packed for transport so that the product reaches you in the quality it had when it passed our final tests.



Logistics centre Essen

Every order for products that are directly available from stock leaves the warehouse on the same day – provided that the order is placed before 2 pm. On 9,000m² of floor space, all areas are coordinated with each other, from goods receipt to dispatch – thanks to a perfectly standardised process for all types of incoming and outgoing orders. A warehouse management system allows us to trace and optimise quantity movements, positions of load carriers and utilisation capacities of individual stations at any time.

Order processing in detail



Reliable control of production processes

A constantly optimised production process consisting of automation and manual assembly allows a high production capacity while remaining flexible for small batches and customer-specific versions. The production documents ensure that products and processes can be reproduced at any time. They can be accessed online and are always up to date. Position monitoring during SMD placement based on trendsetting image processing technology ensures a consistently high product quality. State-of-the-art “flying probe” in-process tests are part of a consistent, integrated test structure.



ifm – close to you



Support processes

We call them “support processes” because they comprehensively support our value-added chain: Whether IT or Technical Product Services – these support processes have been part of our QM system from the very beginning. We regularly check that they are precisely linked with the value-adding processes. At the same time, each process can be called up from any PC.



Procurement

We maintain long-term and reliable partnerships with the majority of our suppliers. As a prerequisite for a first delivery every supplier needs to successfully pass the sampling procedure. During this procedure the environmental compatibility of the materials used is also taken into account. A permanently high product quality and adherence to delivery dates and quantities are decisive for a long-term cooperation. Other decision criteria are flexibility and the ability to improve. Depending on the target product and customer we have defined agreements with our suppliers as to which management system is to be used. All our suppliers have introduced a quality management system which corresponds to the requirements.

Approvals and certifications

Simultaneously to product development or product modification the approval procedures to be taken into account are initiated so that at the time of marking the approval of the respective approval body is available (e.g. CCC, cULus, CSA, KBA, ATEX, FM, IEC-Ex, etc.). The production requirements of the approval body are implemented in the production work schedule so that compliance with the requirements is ensured for the corresponding marking.

Securing growth

Assessing risks

- All branches and production sites are at locations where no risks of environmental/natural disasters are known.
- For critical components a specific stock management is applied to ensure the supply for a longer period. An automatic stock monitoring is used as early warning system for the material supply.
- Ensuring the procurement (risk strategy) includes safety stocks and a “second source” policy. There are clearly defined and documented processes for ensuring the procurement and product availability.
- Essential business processes are secured by means of redundant systems and production facilities at different locations.
- Alarm plans are available in the sales centres and production facilities.
- An IT security concept to ISO 27001 was introduced.
- Risk assessments are performed in different organisation units using suitable tools (e.g. FMEA in the product development).
- Risk-based thinking at process level has been established in the company as a requirement according to ISO 9001:2015.
- The Board of Directors of ifm stiftung & co. kg mandates the Internal Audit with the review of the internal control system in a given department / unit of the ifm group of companies with regard to compliance, security and economic efficiency.

“Each growing company has to take risks to work successfully. Partners and management will only take such risks that are in the interest of normal business activities and the size of which is suitable to ifm.”

Extract from ifm's corporate philosophy





Building brand identity



ifm – close to you!

The brand “ifm” is a promise of quality and performance: it stands for high-quality products, close customer contact and innovation. A promise that becomes a reality through internationality, qualified consulting and service and a high product quality “designed by ifm”.

The three pillars of our activities

The ifm philosophy reflects the three supporting pillars of ifm's corporate activities employees, customer / market and products.

The corporate principles establish standards for the conduct of the company and its employees. They are shared by all ifm employees and form the basis for their activities and daily interaction.

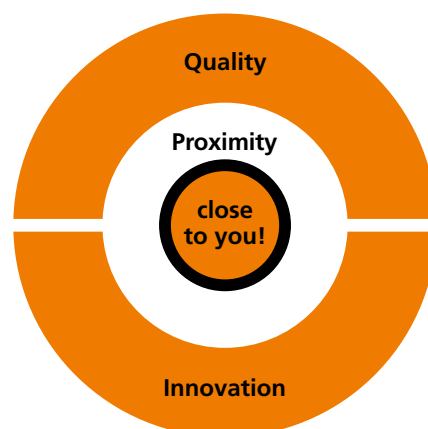
An open communication, both internally and externally, flat organisational structures and the promotion of a culture of dialogue are bringing the principles to life.

Living the corporate identity

While our corporate design consistently conveys our quality claim to the outside world, it is people who communicate and create quality. In this spirit, ifm employees all over the world represent the company and live the quality the ifm brand promises.

“ifm wants to offer outstanding product quality, service, and reliability.”

Extract from ifm's corporate philosophy





Internalising quality

"Quality and performance of ifm products are exemplary."

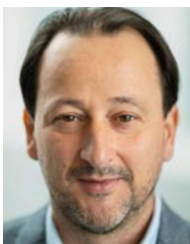
Extract from ifm's corporate philosophy



*Peter Lerchen,
QMB Essen*

Quality management

ifm is permanently working on innovative products and solutions for the global markets. This results in strategic and quality goals which are communicated by the managing directors through our quality management. The corporate sectors deduce objectives and key indicators from these goals.



*Danijel Grobotek,
QMB Tett nang*

Quality policy

Customers

- Customer feedback and expectations influence our actions.
- Improving our after-sales service and close contact with our customers are the driving force to increase customer satisfaction.

Employees

- Our employees' ability to reliably implement quality-conscious and economic thinking is encouraged.
- Demanding and encouraging the qualification of employees and personal responsibility is what we constantly aim for.

Suppliers

- We maintain close relationships with our suppliers and rely on a solid base of suppliers.
- We support our suppliers with quality-related issues and attach importance to the continuity of the business relationship.

Products

- High product quality and accurate technical data are unimpeachable values of ifm.
- We use customer feedback to continuously improve our products and processes.
- Requirements of laws, standards, directives and approvals are reviewed on a regular basis and complied with.

Innovation

- A continuously high expenditure for R&D consolidates ifm's technological lead.
- Modern development methods are applied in a consistent and useful way.



Internalising quality

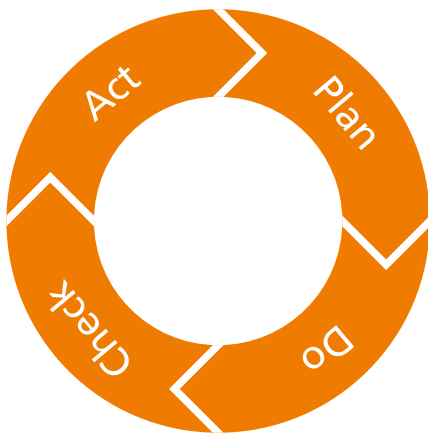
Quality

- Quality management starts at the top – quality is embedded everywhere in the company.
- ISO9001:2015 is our normative base, the requirements of the organisation determine our actions.
- Quality management has a decentralised organisation, is continuously improved and adapted to the needs of people involved.
- A quality strategy has been established.

Control cycle

In addition to regular planning meetings of the executives, a management assessment takes place once a year. This is assessed by the managing directors with the definitions of the goals being adjusted or complemented. The results and efficiency of the audits carried out, key figures of customer satisfaction, key figures from the processes and measures taken after the last management assessment as well as process risks and chances are assessed. In addition, the context of the organisation is verified every year.

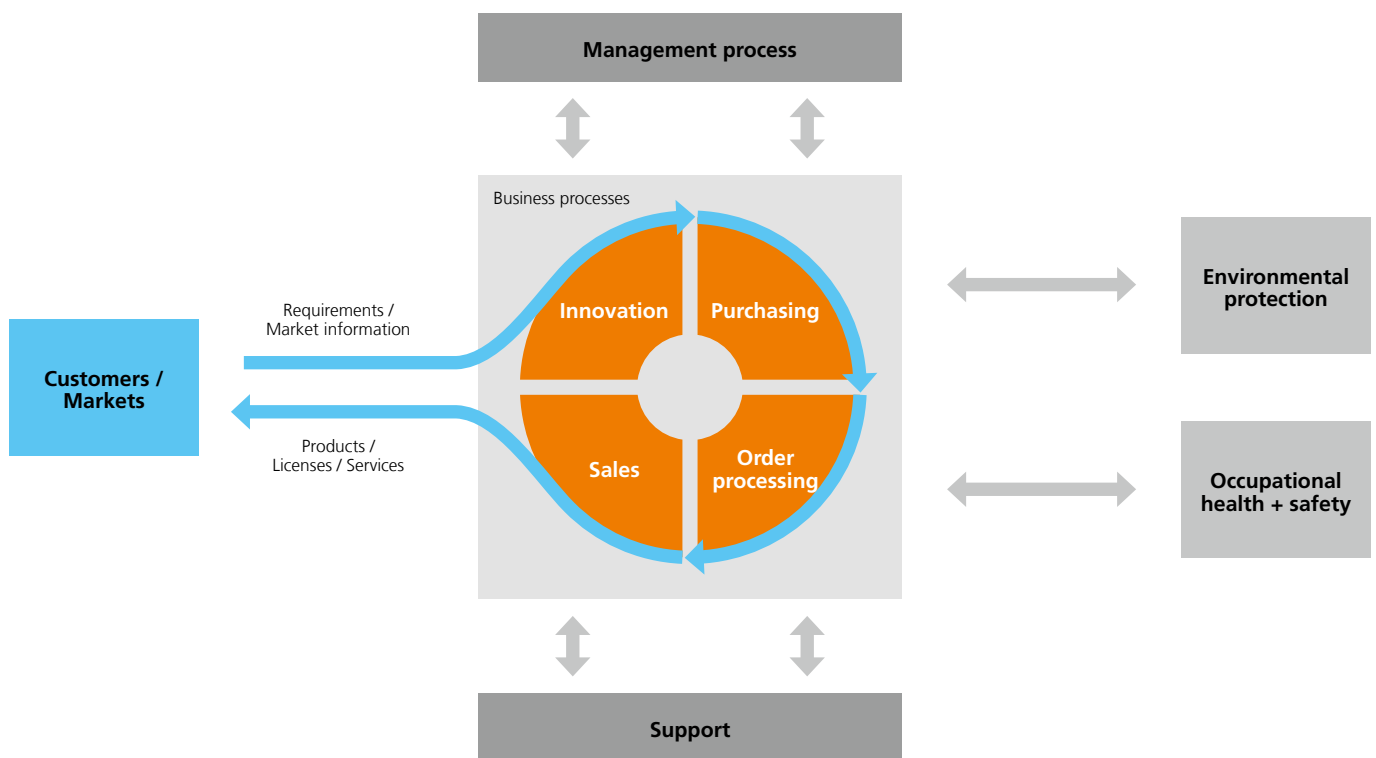
The employee is the key to our continuous improvement activities. Process results as well as customer feedback are analysed on a daily basis and suitable optimisation measures are initiated in small and large control cycles.





Internalising quality

ifm process landscape



The individual process descriptions are presented in the form of flowcharts. The relationship of the process types including management, business and support processes can be seen in this chart. Moreover, interfaces between individual processes are documented in the process descriptions.

Protecting information



*Gunther Vaßen
Information and
Security Officer*

“The protection of business-critical information from internal and external risks is considered as the ultimate goal.”

Excerpt from the information security policy

Information security management

Information must be available at the right time, in the right way and in the right places. To ensure availability, confidentiality and integrity, ifm maintains an information security management system (ISMS) in line with the requirements of the international standard ISO 27001.

In a group-wide guideline, the management demands information security to be considered as an integral part of all processes and supports corresponding activities with the necessary resources. ifm aims to continually improve the level of security and adapt it to the constantly changing level of threat.

Collecting, storing and processing data is vital for ifm’s business activities. This opens up opportunities, but also requires an ongoing assessment of potential risks and the implementation of measures appropriate to the value of the information. The result is a state of the art infrastructure.

Employees contribute greatly to information security within the context of their daily work. Every user is trained in the use of the systems and made aware of both general and current threats.





Promoting innovation



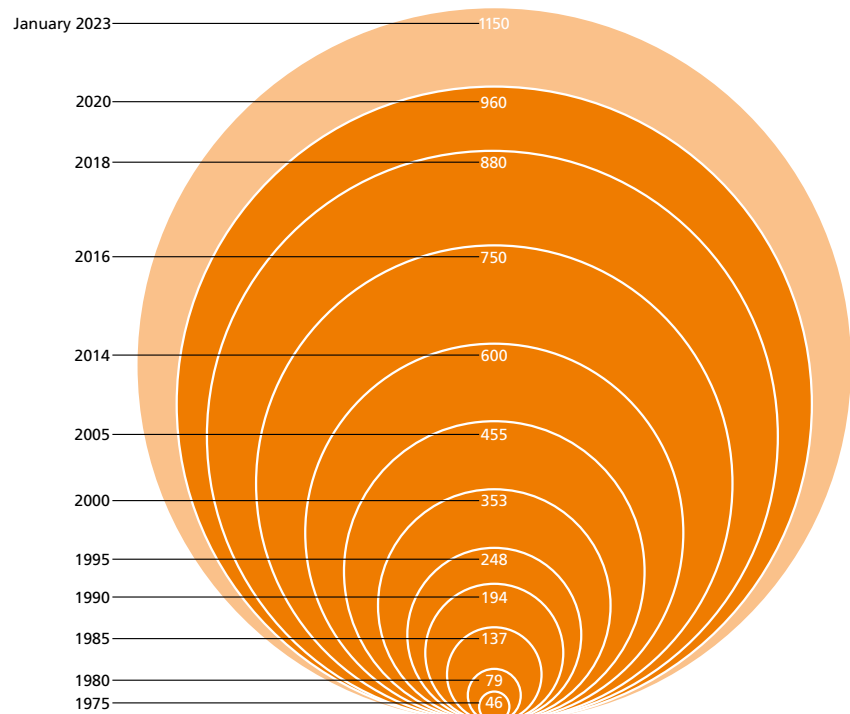
The ifm innovation process

“Continuous high expenditure for research and development together with a high level of commitment shall consolidate our technological lead as compared to our competitors and strengthen our position in the market.”

This principle of our corporate philosophy is an incentive and a challenge. Innovation is a core competence of our company. It is also essential to ensure our future. For this reason, we have implemented the ifm innovation process.

Goals

- Harmonisation of the new products development approach across the entire company.
- Smooth integration of all necessary steps in the process.
- Sustainable optimisation of the effectiveness and efficiency of product development and creation of synergies

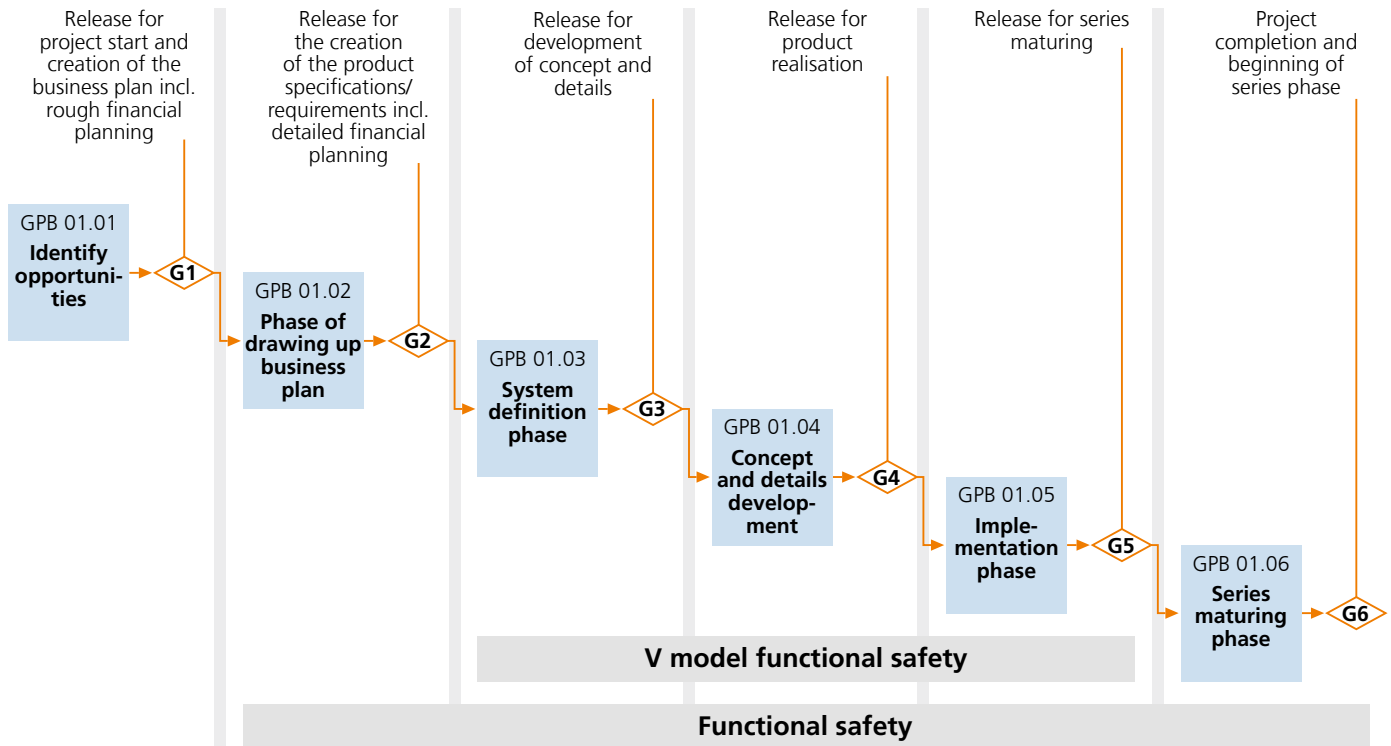


Development of patents, patent applications and utility models of the ifm group of companies



Promoting innovation

The ifm innovation process



Start

Before we plan a project concretely all possible sensible solutions are taken into account. New technology approaches and processes must be technically and ecologically manageable prior to implementation. Furthermore the markets and applicable laws, standards and regulations are already included in this phase.

Planning and implementation

Quality planning includes the processes which are required to fulfil the customers' requirements and monitors them by means of defined quality gates and controls. In addition to state-of-the-art 3D CAD systems and rapid prototyping we are in close contact with our process-experienced partners in the fields of production equipment and production. Databases allow access to the knowledge from the daily learning processes at any time, e.g. from corrective action, customer feedback or FMEA.

Product launch

While the product matures in defined phases, we maintain contact with representative users who test new developments or product optimisations on site – no matter if it is in mechanical engineering, the food industry or in automotive areas. These simultaneous validation measures help us to develop high-quality and robust products on a customer-friendly time-to-market basis.



Assuming responsibility



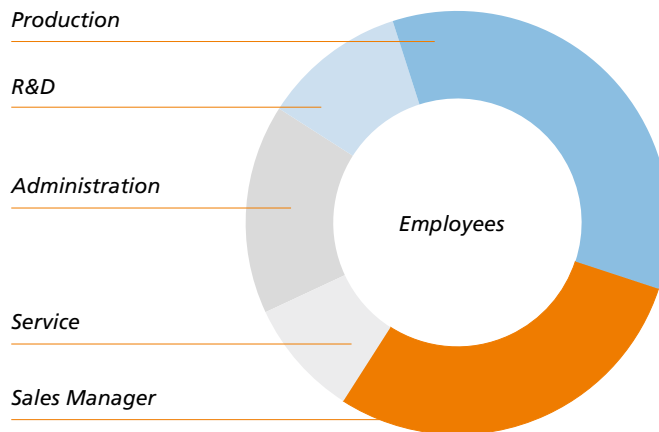
*Steffen Fischer
Central Managing
Director HR*

Our employees create our success

The potential of our employees determines the success of the company. Ongoing training, qualification of our employees and career advancement characterise the personnel development of the ifm group. An open and honest dialogue is cultivated in mutual respect. This results in important positive energy, contributing to high motivation.

“We are firmly convinced that the employees represent the biggest asset of any company. The potential of this asset also determines ifm's power and thus determines our success or failure.”

Extract from ifm's corporate philosophy



ifm's personnel structure

Our corporate philosophy is not just an empty claim. For more than 30 years the values and objectives have been firmly established in everyday structures. They are the base of our actions and present in every moment and in every form of cooperation. It makes no odds for us if the counterpart is a colleague of the ifm family, a customer or a business partner.

“Close to you” not only demonstrates our claim how to work with our customers. It is also an expression of the self-evident and respectful interpersonal relationship with each person with whom we communicate – and we are proud of that.



Assuming responsibility



Our employees are our greatest asset. This appreciation is clearly reflected in our commitment to make work processes as safe, healthy and ergonomic as possible at all times. Our daily top priority is to further improve our employee's safety and health protection. As part of regular risk assessments in the workplace, risks and improvement potentials are identified and their implementation is initiated and monitored very quickly. From this, occupational safety and health objectives are derived. In this cycle, we continuously improve our occupational health and safety management system.

Safe handling of hazardous substances, reduction of psychological stresses

A key focus of our actions is to reduce the residual risk when handling hazardous substances. We have defined and continuously monitor all the required measures, such as the processing in safe systems, extraction of vapours during open handling and the provision and correct use of appropriate personal protective equipment.

Work processes that are not optimally designed can also harm a person's health. This is why we have also been evaluating aspects of work that can lead to mental stresses for several years now. Senior staff can then adapt the conditions in their areas in order to protect their employees' health in this regard as well.

"ifm demands and promotes ecologically conscious decisions and conduct."

Extract from ifm's corporate philosophy

Comprehensive and open dialogue fosters acceptance

Ensuring the highest level of safety requires wide acceptance of the measures. This is why all responsible, advisory, contributing and supporting institutions in the company regularly agree on the further measures and bear joint responsibility for the decisions taken.

By conducting regular reviews, the management demonstrates responsibility and actively contributes to improving the management system and meeting the defined goals. In addition, it provides all the necessary resources for the further development of the management system. Executives and supervisors are directly responsible for the safety and health of the employees that they direct or supervise. Ultimately, each individual employee is responsible for their own safety and are called upon to actively participate in the continual improvement of occupational safety: through their own behaviour as well as by exercising the right to consult the occupational safety management and complying with their obligation to report hazards, deficiencies and dangerous situations.

The very low number of accidents is the result and proof of our continuous efforts.

Acting sustainably



*Brigitte Hubert,
Environmental
Management
Officer*

**“Growing successfully
in security”**

Extract from ifm's corporate philosophy



Economy, environment and social concerns as equally weighted enablers for sustainable development

“Because we are all responsible for the future which takes social, economic, and ecological aspects into consideration.”

Sustainability

What will the world look like in the future? We at ifm ask ourselves this question not only when it comes to product development, innovative technologies and new ways of working. Sustainability plays an increasingly important role in today's world. It has been clear to us for many years that our actions must be well-balanced in the long term. Therefore, this aspect is an integral part of our corporate philosophy. People are our focus. Hence, an intact environment is particularly important to us. This responsibility has been the basis of our sustainability report that we have been publishing since 2019.

Ecology - environmental protection

Operational environmental protection: In order to meet our ecological responsibility as well as the legal requirements and to continuously optimise environmental protection, our environmental management system was established over 20 years ago and certified in 2020 to DIN EN ISO 14001 and EMAS (EU Eco-Audit). Every year we publish an externally validated environmental statement in accordance with the EMAS standard.

Product-related environmental protection: The variety of international regulations concerning banned and declarable substances continues to increase. For this reason we have implemented a material information system at ifm based on full material declarations. This enables us to assess conformity with legal and customer-specific requirements at any time.

Economy - economic strength

As central guiding principle of the ifm group of companies, the striving for economic stability has been anchored in our corporate philosophy and way of acting from the very beginning. Employees, customers and suppliers as well as innovative solutions and the harmony of nature and technology are key subjects for a sustainable development for ifm. Economic stability can only be achieved through a successful combination of economic, ecological and social strength.

Social sustainability – social coexistence

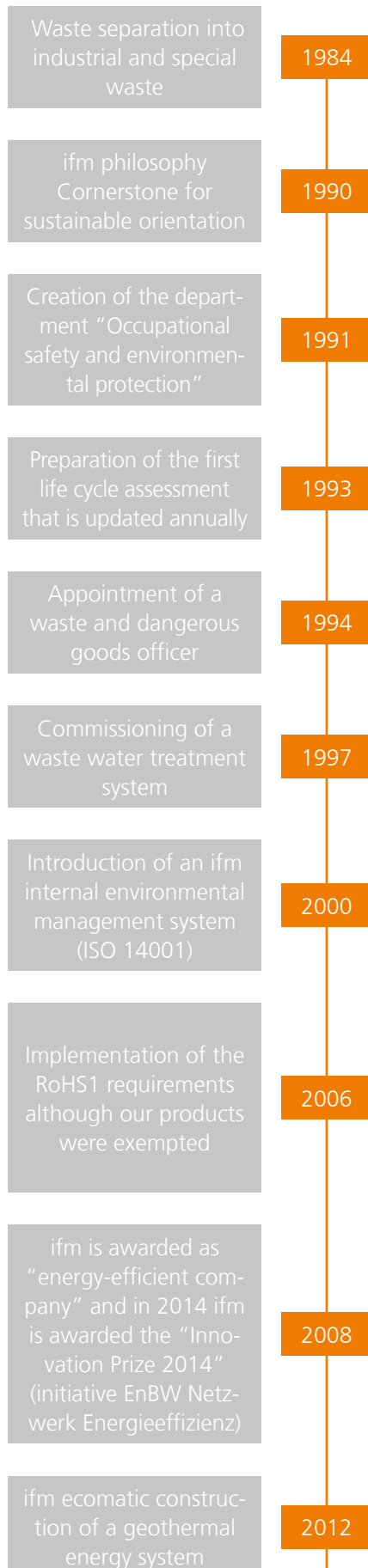
As one of the global industry leaders, we combine the close customer contact of a family-run medium-sized company with the internationality of a growing group of companies. We strive to offer our employees an attractive and safe working atmosphere characterised by mutual appreciation.

In addition to establishing a uniform code of conduct, we continue to place people at the centre of our actions, for example with opportunities for training and further education as well as health promotion.



Acting sustainably

Milestones in environmental protection



Environmental protection

In order to meet our ecological responsibility in-house and to continuously optimise environmental protection, our environmental management system was established over 20 years ago and certified in 2020 to DIN EN ISO 14001 and EMAS (EU Eco-Audit). Every year we publish an environmental statement - in German - in accordance with the EMAS standard. Here, we provide information about our environmental management system as well as our environmental performance, goals and measures.

Environmental policy

The environmental policy of ifm is based on our corporate philosophy. It is the vision on which our environmental management system is based and the framework for the environment-related targets and principles. The environmental policy is revised at regular intervals and updated, if necessary.

- 1.Laws:** We undertake to comply with the applicable environmental legal regulations and requirements of authorities and other obligations and to continuously improve our environmental performance within an economically justifiable framework.
- 2.Resources:** We use existing resources carefully and sparingly.
- 3.Products:** High product quality and accurate technical data are unimpeachable values of ifm. We attach a high priority to the development and manufacture of durable products. We want to ensure, at all times, a production as environmentally sound as possible by continuously adapting to the state-of-the-art technology
- 4.Processes:** ifm will solely be active in product areas we can master with our technical know-how. Thus, we want to avoid a negative impact on the environment.
- 5.Employees:** ifm demands and promotes ecologically conscious decisions and conduct.
- 6.Communication:** Environmental protection extends beyond the confines of our company. For this reason ifm is seeking an active information policy towards our customers, suppliers, authorities and the interested public.
- 7.Improvements:** ifm contributes to technical developments that help to preserve a world worth living in. For entrepreneurial interest but also out of a general sense of social responsibility. We will continuously improve our environmental management system.



Acting sustainably

Implementation of the SEDEX audit according to SMETA at ifm electronic gmbh in Tett nang

2013 / 2022

Implementation of the Code of Conduct

2014 / 2020

Perform an energy audit to DIN EN 16247-1 at all German locations

2015

Implementation of RoHS2 for the major part of our products (equipment category 9)

2017

Appointment of the social sustainability manager and adoption of the climate neutrality target

2019 / 2020

Certification according to DIN EN ISO 14001 and EMAS (EU Eco-Audit); 100% green electricity at all major European locations; Publication of the first sustainability report

2020

Anchoring of sustainability at departmental level & publishing a company-wide sustainability programme

2021

New construction of the Green Factory with DGNB Gold Standard in Sibiu Romania

2022

Sustainable products

The products' sustainability can always be viewed from both our company's and our customer's perspective. As a company, we place particular emphasis on environmentally friendly and energy-efficient design in our products to minimise negative impacts. High quality and the associated durability of ifm products contribute to a conscious and sustainable consumption of resources. Both environmental and social aspects are taken into account along the supply chain while continuous improvements of our solutions support our customer's sustainability activities. Efficient process design through the use of ifm products is a representative example of this. The optimised use of resources - such as reducing energy consumption or waste - is the focus here.

Especially with regard to the customer perspective, there are numerous examples in which ifm products can contribute to more sustainability. The most prominent example is probably compressed air. Working with compressed air is part of almost all industrial sectors. Here, unnoticed leaks as well as pressure drops and fluctuations are not rare cases. The ifm compressed air meter of the SD series supports you in monitoring and determining your compressed air consumption. For example, the energy demand can be reduced sustainably without additional (personnel) costs. Another example can be found in the food and agriculture industry. With reliable automation solutions, ifm has been helping to make processes along the entire food chain more efficient for over 50 years and supports sustainable agriculture for millions of people around the world. One example of this is the increased efficiency of greenhouses through ifm sensor technology. ifm sensors offer further opportunities for livestock farming. In this context, ifm sensor technology contributes to a more transparent data situation and thus to more efficient and profitable management.



2030 Climate neutrality in the operating business

Acting sustainably



Burkhard Kochanneck, Compliance Manager

Compliance

“ifm intends to be a moral company” – this principle of the ifm philosophy forms the basis of our daily activities.

As a result of the social change of the last years, acting ethically has been given special importance worldwide.

Against this backdrop, ifm decided in 2013 to include a code of conduct as part of the philosophy. With the ifm Code of Conduct, ifm provides its employees with a guideline on how we want to behave in legal as well as ethical issues. ifm requires compliance with these rules not only from ifm employees but also from suppliers.

ifm introduced an electronic whistleblowing system in 2019. Any information received will be handled by the Compliance function in confidence. The whistleblower system is accessible on the Internet and not only available to employees but also to all business partners.

The goal of ifm is “to grow successfully in security”. This also means to act in accordance with applicable laws and regulations, thus preventing criminal and civil penalties. Regular compliance training raises staff awareness and underpins the high compliance standards.



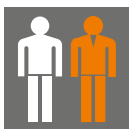
ifm philosophy, available in 17 languages



ifm employees observe the principles laid down in the ifm philosophy. ifm complies with the applicable laws, guidelines and standards.



We respect each individual employee.



ifm has a trusting relationship with customers and suppliers.



When offering or accepting gifts compliance with the tax and legal regulations is imperative. Deviating regulations may apply for authorities and at an international level.



ifm treats confidential information sensitively.



ifm demands and promotes ecologically conscious decisions and conduct.



Child and forced labour are explicitly rejected by ifm on ifm premises and on suppliers' premises.



ifm is committed to fair competition.