

# WOM cares

## Sustainability Guidelines

Dear Colleagues:

WOM believes that to act successfully, also means to act sustainably. For more than 40 years, WOM's business decisions have been made by accepting responsibility for the future, which has turned us into a global leader in the field of Minimally Invasive Medicine. Sustainability and social responsibility are our values and are part of our mission.

We, therefore, full-heartedly face the challenges that today, are grouped under the term "Corporate Social Responsibility" or CSR. We define CSR as a holistic corporate concept

that integrates all sustainability dimensions, which includes all social, environmental, and economic contributions of a company within the scope of the voluntary acceptance of social responsibility, including regulatory compliance.

These sustainability guidelines define our position on aspects of CSR and are the set basis for daily business at WOM. Processes, measures, and actions should be aligned along those guidelines, in accordance with our SYNCHRO philosophy.

### Social responsibility

Social responsibility is part of our DNA as a company in the field of medical technology. We create innovative solutions that provide the best treatment possible for patients and improve outcomes. The focus on Minimally Invasive Medicine was an early step in this direction; a direction that is strictly followed by WOM.

We want to provide our customers with consistent quality and position ourselves as a partner of a clean supply chain. We trust and respect our suppliers and make sure, in the spirit of partnership, that they also operate sustainably. Compliance at WOM is integrated into the entire value chain and is thus, an essential factor for the supplier qualification.

As a globally active company, WOM has a social responsibility towards customers, suppliers, business partners, employees and the community. In this context, we naturally always comply with all applicable laws and regulations,

respect ethical principles, and act sustainably. The Code of Conduct defines the set guidelines and standards of conduct for all employees of WOM.

WOM is actively engaged in charitable, non-profit activities across all locations. Special focus is also on sustainability in the selection of local projects, because we want to provide a significant and visible contribution to our direct social environment in the long term. BigShoe e.V. is a charitable association we are committed to across all locations. This association provides urgent medical aid to needy children.

We support grassroots initiatives and social activities of individual employees or groups of employees by granting up to two days of special leave per year.



WOM

A Novanta Company

Please turn over.

# WOM cares

## Sustainability Guidelines

### Environment

Nature is the basis of our life – we at WOM are committed to the efficient use of natural resources. In this sense, operational environmental management is continuously developed and improved through appropriate measures.

The *Product Life Cycle Management* and our ongoing activities to reduce emissions reflect our responsible and careful use of natural resources. With our self-imposed

objectives, we pursue raising resource efficiency and raw material productivity as well as the use of renewable energies. For this, WOM won the 2015 Lean & Green Award and will continue on this path.

### WOM as an employer

We are open, compassionate, and appreciative with and of one another - this is part of our corporate culture. This leads to the cultural diversity of the employees: Diversity makes us strong and contributes directly to our global success.

WOM has numerous benefits for its workforce and pays fair wages. Occupational safety and health are a high priority for us. We support the reconciliation of work, family, and personal life with more than 30 working time models.

We established the WOM ACADEMY featuring a continually expanding program for the professional and structured continued education and training of our employees. To increase the ability to innovate, we have established a professional innovation management system, the WOM InnoHub, to ensure our competitiveness and strengthen our profitability.



**WOM**

A Novanta Company