

Principles

BRUSS develops, manufactures and sells sealing systems, components with integrated seals, precision seals and technical moulded components. Therefore we use elastomer and metallic materials as well as synthetic materials. We are operating globally; our customers are predominantly manufacturers of motor and commercial vehicles as well as their subcontractors.

Our clients are the centre of our focus. This is documented by our critical success factors, which are defined as objectives in our strategic business plan:

- Quality leadership
- Cost leadership
- 100% on time delivery
- Innovation leadership
- Service leadership

With these objectives we want to ensure the on-going expansion of our position in the global markets. The prerequisites for this are adequate products, competitive prices, intensive worldwide customer care as well as sufficient profits, which form the basis for continuous development and improvement.

Our company philosophy and quality policy are based on the knowledge that our most valuable asset are the right employees. Our management style is the instrument by which we want to put this philosophy into practice. Accordingly, we treat our employees, customers and subcontractors with respect, responsibility and trust.

The protection of individuals and the environment is BRUSS' absolute priority. This is why our most important goals include safety, health and protection of the environment.

In order to achieve those goals mentioned, the following measures, mind-sets and behaviours are necessary from general management, executives and employees:

Quality Policy

1. Quality to us means fulfilling all requirements and expectations of our products and processes.
The benchmark for our quality is set by the customer, he assesses our products and services according to his perception.
2. Everyone within our company - from trainee to managing director - contributes to the realisation of our quality goals. We consider it as every individual's self-evident commitment to perform their duties in a zero-defect and timely manner.
3. One major component is the application of the BRUSS production systems following the production philosophy from Toyota, which is defining critical success factors and continuous optimisation. The basic principles of the BRUSS production system are the flow principle, the pull principle, the Takt principle and the zero defect principle.

4. Avoiding errors overrides fixing errors. This strengthens our operating efficiency and increases customer satisfaction.

Errors and risks must in any event be identified and their cause be eliminated.
5. We all have the duty to align our attention and efforts to continuously improve our company and eliminate activities, which do not add any value.
6. All staff members fulfil the demands of their internal and external customers with the zero defect target.
 - Do not accept any errors
 - Do not make any errors
 - Do not pass on any errors
7. The quality awareness of our executives is a leading example for the employees. The tasks of the executives are to:
 - set goals with their employees in a cooperative way and monitor their achievement,
 - eliminate any technical, staff, financial or organisational quality barriers,
 - assess, promote and develop their employees.
8. We are always developing and pursuing measures for the continuous improvement of quality, costs and technology.
9. We demand the same quality efforts and improvements from our subcontractors as from ourselves, without any exception.

Environmental Policy

1. Every production, especially within the chemical industry, has consequences for the environment and implies risks. Decreasing these risks as far as possible and protecting the environment for BRUSS are an integral part of our entrepreneurial approach and belong to the most important goals of the BRUSS group.
2. Everyone within our company - from trainee to managing director - contributes to the realisation of our environmental goals.
3. Safety is the top priority in the manufacturing of our products, the handling, transportation and disposal of raw and residual materials, whereby unnecessary environmental risks are avoided
4. Safety and environmental protection are already taken into account when new products are being developed and new facilities are planned and built.
5. The economical deployment of resources and energies, the use of recycled material and the exploitation of our residual materials form part of our business objective.

6. The environmental awareness of our executives is a leading example for the employees. The tasks of the executives are to:
- set goals with their employees in a cooperative way and monitor their achievement,
 - eliminate any technical, staff, financial or organisational barriers, which detain us from reaching our environmental goals,
 - assess, promote and develop their employees.
7. A major component of the environmental management system is CIP, the continuous improvement process, in fact not as a control of our processes from the outside, but as an internal control cycle based on personal responsibility and self-monitoring.
8. We demand the same environmental efforts and improvements from our subcontractors as from ourselves, without any exception.

Management System

In order to achieve the goals of our quality and environmental policy we have introduced a management system according to ISO/TS 16949 and ISO 14001, and a quality management representative as well as an environmental management representative have been appointed. The management system is documented in a management system handbook.

The company principles are binding globally and across all plants, for general management and all employees. Their realisation in all areas of our company is of utmost priority.

Hoisdorf 08/08/2011


signed O. Bruss

Oliver Bruss

Corporate Management

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