



## **Live Responsibility. Create Values**

Sustained and responsible acting belongs to the elementary principles of our entrepreneurial mission statement. In doing so, we feel committed to society and environment, as well as to our employee and business partners.

The quality of our product is our benchmark, our innovative strength and our design are the cornerstones of the Company's sustainable success.

The internal and external cooperation are characterized by mutual appreciation: Respect, politeness and fairness are the values, which stand for lived entrepreneurial responsibility.

Read more about our code of conduct

## **WE LIVE SOCIAL RESPONSIBILITY**



We believe our social responsibility for our employees does not end at our gates.

We believe in a fair compensation.

We care about the good health, the safe working environment and educational training of our employees.

We care about their lives and their families.

We are engaged in protecting our direct environment, saving resources and reduce waste by reuse of material.

## Our People



## Wages

We do not believe in minimum or so called living wages. We evaluate cost of living by ourselves and come each year to a monthly necessary earning, which is almost 60% above the living/minimum wage of Vietnam. And this is what we pay at a minimum to our skilled employees.

This salary ensures our employees can provide their families a good living, education for their children and allows them to save for future investments.

## Health

The health and safety of our employees is the first priority. We do provide additional private health and accident insurance for our employees, but also for their children.

We train and educate on balanced diet, food safety and negative factors to the health, which can occur in work and family life.



## Work

We train and supervise daily the use and handling of tools, materials and equipment.

### Company loans

We provide interest free loans to cover financial distress after natural disasters (repair or rebuilt houses after storm and floods) or other family emergency situations.



## Children

We provide and support the children's education with our in-house library, computer club or English courses.

### Fun and party

We define us as a German Family Company and therefore we include the families of our employees into our activities.

Family Parties are a highlight each year.

## Environment



## Production

The company philosophy includes a most possible environmental friendly production. Therefore we produce on a minimum of CO2 emission and source all materials locally. Our production is handmade, our products are dried in the air and our packing materials are recyclable.

In raining season most of our production water is collected rain water.

### Furniture and components

Our wooden furniture and furniture components are recycled teak wood. We source old metal to reuse and create new collections.

We refuse to work with any kind of plastic, glass fiber or other synthetic material.

## Waste

We do not use any chemicals and sort our waste. Our recyclable paper/carton a.o. are handed out to small workshops who are reusing the material and earning their living on it.

Old metal tubes and nets are used by our employees to build beautiful roof herb gardens or used to reinforce family houses.

## Projects



We support projects like SOS Kinderdörfer in Vietnam.

The city Ben Tre is located in the Mekong Delta, in the south of Vietnam. The SOS Kinderdorf has about 12 family houses where children in need and danger find a new home. The SOS Kindergarden provides day care for about 150 children. The vocational training center is a great help to the young people and offers future perspectives.

We supported the village with beds, cabinets and household equipment for the family houses.