



Integrated Management (IM) manual

What we believe in ...

Treibacher Industrie AG is highly conscious of its responsibility and due diligence toward the environment and its stakeholders. Quality and safety in all aspects and conservation of the environment are integral to our company's activities. Treibacher Industrie AG aims to continue developing to everyone's benefit over the coming decades.

We plan for the long term with sustainable results ...

Continuous quality and safety assurance and improvement and the avoidance of environmental impact are central tenets of our corporate culture. The company's management team leads the way in this respect. If our quality oriented and environmentally focused measures are to have a sustained effect, it is vital that all employees are aware that their actions impact directly on the quality of our products and services.

Our contribution to the environment ...

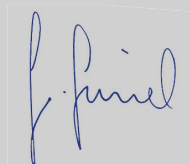
Treibacher Industrie AG protects the environment by means of ecologically sound processes, facilities, and logistics, which naturally comply with all statutory and regulatory requirements. We recycle our waste materials as far as is economically viable from an environmental point of view. Treibacher Industrie AG makes a further direct contribution by recovering energy and metals from secondary raw materials.

Employees are our driving force ...

Our training programs communicate quality and safety awareness and an appreciation of the value of an intact environment. Our safety and security concept encapsulates the full spectrum of occupational, plant and product safety and IT/access security. Employees always keep stakeholders in mind when carrying out their work and view each service they perform as a recommendation for future business.

Our stakeholders' satisfaction is our benchmark ...

By working closely with our stakeholders – customers, the public, suppliers, employees, owners – who are also our most important critics, we continue to work on developing new products, improving our quality and applying environmentally friendly principles to our corporate activities.



Stefan Greimel
Member of the
Management Board



René Haberl
Member of the
Management Board



MANAGEMENT HANDBOOK

We engineer materials - for a sustainable future.

Treibacher Industrie AG is an international company successfully active in the field of chemistry and metallurgy. „We engineer materials - for a sustainable future“ - this guiding principle determines our actions. Our goal is to actively contribute to a future worth living for all of us by providing our products. Accordingly, we maintain close ties with customers and employees, rely on proven technologies and processes, and at the same time strive to always be one step ahead of the market with innovative solutions.

The management systems according to ISO 9001 and ISO 14001 are applicable to the business segments development, production and sales of Rare Earth components and alloys, hard metal and high performance ceramic powders, ferro-alloys and Calumet®, vacuum alloys, persalt products, feed additives, lighter flints as well as metal and energy recycling of secondary raw materials.

The FAMI-QS management system covers the production, transport, distribution and marketing of feed additives. Through an integrated risk management system and compliance with all legally relevant requirements, we guarantee the quality and safety of the products throughout the entire manufacturing process.

Customers & stakeholders

Our customers are key to all activities and processes within our company. In addition to the customers, other factors also play an important role in our company orientation. These include society, the environment, suppliers, owners, and legislators, all of whom influence our daily activities.

Management principles

The management principles govern interaction both within the company and with business partners. Important components of the management principles are investment in employees, management's leadership style, time and task management and communication both within the company and with external partners.

Core expertise

The competences and responsibilities regarding the processes have been specified within the respective process definitions. Located between the time the customer places his order and the point at which the precisely specified product is delivered is the product realization process, which essentially consists of four core activities:

>> Innovation, Research & Development

To be able to serve customers continually with innovative solutions, new products are being developed according to their commercial potential.

>> Procurement

Our global purchasing network and our purchasing policy form the basis for ensuring a secure supply of raw materials.

Internal services

Numerous in-house "service providers" support the smooth flow of our core activities. These include in particular controlling, health, safety and environment, maintenance and our ongoing optimization process.

Management and guidance

A control loop that is shaped by external factors and company strategy ensures the company continues to move forward. We pay particular attention to customer orientation, a clear assignment of tasks and authorities, proper management of risks, and the appropriate deployment and strategic development of resources.

>> Production

Our high-quality products are manufactured using stable, documented processes in state-of-the-art production facilities.

Processes are documented across the board. All products are subjected to rigorous quality controls.

>> Sales

This aspect focuses on identifying customer requirements and coordinating order processing.

PROCESS

