

# Company Policy of Sit SteuerungsTechnik

As at: 31/03/2023

---

## Table of contents

<b>Why does Sit need a Company Policy?</b> .....	<b>3</b>
<b>1 Our Mission</b> .....	<b>4</b>
<b>2 Our Vision 2026</b> .....	<b>5</b>
2.1 Delivery of holistic logistics systems .....	5
2.2 Keeping up the Business Relations to Vanderlande .....	5
2.3 Sit family has grown further .....	5
2.4 Cooperation with Partner Companies .....	5
<b>3 Our Philosophy - our Values</b> .....	<b>6</b>
3.1 Honesty and Fairness.....	6
3.2 Bindingness and reliability .....	6
3.3 Thoroughness and Accuracy .....	6
3.4 Appreciation of Performance and Commitment .....	6
3.5 Readiness to Help and the Ability to Work in a Team .....	6
<b>4 Our Slogan</b> .....	<b>7</b>

---

## Why does Sit need a Company Policy?

Our Company Policy describes our vision, what we want to accomplish as an enterprise and where we want to be in 4 years.

Our executive personnel and our employees strive for the fulfilment of this vision.

Principles of this Company Policy are:

- ▶ Not only the daily routines shall be „managed”, but also a development of the company shall be an experience whereby Sit shall be made fit for the future.
- ▶ What we are going to achieve and have achieved so far shall make us proud and clear prove our competence.
- ▶ Our Company Policy defines how the company associates with its employees.
- ▶ We, as the Sit employees spend most of the day working for the company. Each individual shall experience this time in a positive way.
- ▶ Differences between the employees shall be settled and not smoulder for a long time.
- ▶ The work environment has to be organised in a way that all employees like to come in the company.
- ▶ The Company Policy defines what we are offering to our customers.
- ▶ Our customers must be able to evaluate us and trust in our performances.
- ▶ Our customers must be convinced that we deliver top quality and services only.

---

## 1 Our Mission

Sit, as part of the Dirks Group, is providing holistic, precisely fitting control solutions for the intralogistics area.

In this field, it is our mission to develop solutions that inspire our customers and ourselves.

To achieve that, we establish an environment in which we place our creative, enthusiastic employees in the centre of our actions.

---

## 2 Our Vision 2026

### 2.1 Delivery of holistic logistics systems

Sit acts as the general contractor (GC) and is supplying turn-key logistics systems that then can be sold by other areas of the Dirks Group.

For this purpose, a competence team is established together with other specialised departments of the Dirks Group. The usual high quality is experienced by all involved parties.

### 2.2 Keeping up the Business Relations to Vanderlande

Our business relation to Vanderlande that has grown for more than 50 years is important to us and will be extended constructively. We want to be the reliable supplier of controls for Vanderlande further on. The good agreements and well-practised processes have a positive effect on our common projects. We are working actively for maintaining this relationship.

### 2.3 Sit family has grown further

With the role as GC and the simultaneous retention of Vanderlande as a main customer, the SIT's portfolio of offerings will grow significantly.

Therefore, we will expand the know-how and fill necessary positions. In order to complete our projects and tasks competently and successfully, we will continue to rely on the targeted training and further education of our employees.

### 2.4 Cooperation with Partner Companies

In order to support our planned development and to be flexible, the collaboration with existing partner companies will be further expanded in terms of content. New partner companies will be established.

---

## 3 Our Philosophy - our Values

### 3.1 Honesty and Fairness

Associating with each other as well as with our customers is based on honesty and mutual fairness. Employees receive honest feedback and fair pay for their work.

Prices fixed for our customers are fair and during project processing we are offering an honest service.

### 3.2 Bindingness and reliability

All our statements given to our employees and customers are binding. Our employees can build on promises concerning their personal carrier management or statements on the development of the company. Our customers appreciate Sit, because of its reliability as a service provider for complex definitions of tasks.

This results in a long-term cooperation for many years.

### 3.3 Thoroughness and Accuracy

Everything we do, we do it right. We set ourselves the goal to get to the bottom of the things and to develop a sustainable solution for each task.

With this, a professional way of working, defined processes and standards are taken for granted.

### 3.4 Appreciation of Performance and Commitment

Professional development of our employees is being promoted continuously.

The superiors recognise the willingness to provide performance and commitment and appreciate and promote it.

### 3.5 Readiness to Help and the Ability to Work in a Team

The employees of Sit consider themselves as team players.

New employees are broken in thoroughly and developed individually.

If any questions or problems occur, anybody can be sure to get help from the colleagues. Knowledge and experience is willingly shared with colleagues.

## 4 Our Slogan

On the one hand, the slogan



sets something in motion“ means that the company Sit sees itself as a team. On the other hand, “set in motion” expresses emotions as well as logistics movements in the sense of a conscious double meaning.