

Sustainable. Caring. WOM.

Corporate Social Responsibility



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- ▶ Sustainability and social responsibility

Sponsoring

- ▶ WOM is active in BigShoe

Energy efficiency

- ▶ Lean & Green



Sustainable.

Caring.

WOM.

Editorial

We take responsibility

Dear valued partner,

► WOM is a global company with employees from more than 30 nations. We live and work on different continents, but we all have one goal already determined by our business operations in the field of Minimally Invasive Medicine – to contribute to making people’s lives worth living in the future. To achieve that, we have to work hard today. We are convinced that there is no other way than to lead our company in a sustained and consistent manner and with a forward-looking orientation. We see sustainability as a fundamental attitude that we – as a participant in the UN Global Compact – have firmly anchored into our corporate culture. We are pleased about such confirmations as winning the Lean & Green Award 2015, the Caring Company seal for our activities in Hong Kong, and that we can use this magazine to show you which sustainability activities are currently focused on at WOM.

Rest assured, we will continue our initiatives in the future with full commitment and the willingness to invest. And as a manufacturing company, we will do so not only in the area of environmental protec-



tion but also in the areas of social commitment and responsibility for our employees. This requires of us a willingness to take stock and to evolve constantly.

The open dialogue in our relationship network is, therefore, an important tool of our sustainability strategy. This includes our employees, customers, suppliers, and partners, as well as the communities around our locations. Only in this way can we promote mutual understanding and appreciation, as well as

gain valuable insights into how to shape the future. We gladly invite you to share where and how we can further improve our sustainability.

Management

Dr. Clemens Scholz

Oliver Kupka

We hope you enjoy reading and look forward to your feedback at:
csr@wom.group



Guidelines

Sustainability and social responsibility are part of our DNA

As a value-oriented company, WOM is committed to the principles of Corporate Social Responsibility

► In what kind of world do we want to live? What do we leave behind for future generations? What specific contribution can we make to sustainability? WOM is focused intensely on how we can take responsibility. 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 and have 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. WOM decided many years ago that, thanks to our profitability and sustainable investments, we would create a green workplace. We are committed and have a responsibility to patients, customers, the environment and future generations.

We full-heartedly face the challenges that today are grouped under the term Corporate Social Responsibility (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 voluntary acceptance of social responsibility, including regula-

tory compliance. In guidelines we provide to all employees, we define our attitudes towards aspects of CSR and see them as a binding basis for the daily operations of WOM. Processes and measures are to be based on these guidelines, in line with our lean "Synchro" principles.

As a member of the UN Global Compact, we will document our activities to promote sustainable corporate management in an annual „Communication on Progress.“



WOM as a prudent employer

► We are open, compassionate, and appreciative with and of one another – this is part of our corporate culture. It results in the cultural diversity of our employees; diversity makes us strong and contributes directly to our global success. We believe that our employees from some 30 nations includes a **30** good gender and age balance, which is a definite advantage.

WOM provides its workforce with numerous perks and involves all employees in the company's success through a variable salary portion. Occupational safety and health are a high priority for us. Our measures help to prevent accidents and promote overall health and performance. For example, WOM supports health days, immunizations, mobile massage, counseling and will pay entry fees for sporting events. We support the reconciliation of work, family, and personal life with more than



30 working time models. We believe it is important for employees and also from a social perspective to provide flexible models for the different stages of life.

The success of WOM Group is based on the commitment and professional qualifications of its employees. We founded the WOM ACADEMY for the professional and structured further training of our employees and strive to continuously expand its offerings. To increase the innovativeness

of our employees, we have established the WOM InnoHub, a professional innovation management system meant to ensure our competitiveness.

**WOM
CARES**





Team Insufflator FM300

We live social responsibility

► Social responsibility is the core and daily motivation for us as a medical technology company. We create innovative solutions that provide the best treatment possible for patients and improve human well-being. The focus on Minimally Invasive Medicine was an early step in this direction and is continued staunchly by us.

We want to provide our customers with consistent quality and position ourselves as a partner within 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, and employees. In this context, we always comply with all applicable laws and regulations, respect ethical principles, and act sustainably. WOM's code of conduct defines the binding 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. We support grassroots initiatives and social activities of individual employees or groups of em-

ployees by granting to two days of special leave per year.

BigShoe e.V. is a charitable association we are committed to across all locations. This association provides urgent medical aid to children in need. At the end of December we also donate to the UN Women National Committee Germany, instead of sending Christmas presents to customers and partners. We prefer to ask them to do likewise. Successfully, many have followed our lead and have also donated to UN Women. One of the goals of UN Women is to support female Syrian refugees so that they can support themselves and their families in the long term through meaningful activities. To this end, UN Women has set up three protected areas for women and girls in the Zaatari refugee camp in Jordan.



Our Goal is

to help children



Sponsoring

For us it is helping, for the children it is a new life

Together with BigShoe, we provide sick children with urgently needed surgeries

► There are moments in life when a spark is suddenly felt. When Oliver Kupka, CFO of WOM, met Dr. Igor Wetzel, he was fascinated by the great idea of which Dr. Wetzel spoke, the incredible commitment of the dentist from Wangen, in the Allgäu region. He learned of BigShoe, an association that brings together soccer enthusiasts and children's aid.

BigShoe began with the soccer World Cup, when "the world was hosted by friends" and the Togo national soccer team trained in Wangen, in the Allgäu region, in 2006. Wangen football fans who had heard of the need for surgery for little Nourisson from Togo, turned out to be true friends and collected donations for the successful surgery. From this small action in a small town using a big shoe as a symbol, a successful charity project was born: More than 1,200 boys and girls in poor regions of the world have since been operated on by volunteer doctors.

This was it, an initiative that fits one hundred percent with WOM's values, providing medical help and linking this with sports! Because what is more natural than employees of a medical technology company being driven to significantly contribute to the healing of people. Moreover, WOM employees are characterized by their interest in sports as well.



Little Anjes from Tanzania after her cleft lip surgery



Collecting donations by kicking a ball around

If you want to donate:

www.bigshoe.info



BigShoe

our goal is to help children

At all locations there are dedicated and high-performance teams participating in local competitions: runners, cyclists, footballers. A wave of enthusiasm actually rolled over the company, and with the donation of a significant five-figure sum, WOM became a premium partner and rewards sports activities of its employees with additional corporate donations,

whether in tournaments or on football fields. Ideas and actions are formed together with other supporters of BigShoe and help them get attention and additional donations.



Sponsoring

Doing good in the context of the European Championship

Football talk at WOM

► BigShoe has commissioned a new symbolic shoe for major sporting events consisting of individual pieces with the best craftsmanship. A “big shoe” already existed before the European Championship 2016: Ten years after the start of the initiative on the occasion of the World Cup 2006, WOM was the proud host for the unveiling of the European Championship shoe. What an honor! The event culminated in an exciting football discussion with representatives of the first division Hertha BSC right here at the WOM location.

Werner Gegenbauer (President Hertha Berlin), Dr. Igor Wetzel of BigShoe, and Oliver Kupka participated in the discussion round table. The discussions were moder-

ated by Roland Eitel, longtime media consultant Jogi Löw, Jürgen Klinsmann, and Mesut Özil. The group of guests from sports and politics and consulting physi-

cian were able to learn about the influence of social media in the football world and how this can be successfully used for charitable purposes.



Dr. Clemens Scholz, Olaf Sinnigen (German Federal Ministry of the Interior), Thomas E. Herrich (Hertha BSC), Dr. Igor Wetzel, Oliver Kupka, Werner Gegenbauer, Roland Eitel (left to right)

WOM youngsters interview interior minister

► What actually happens with the symbolic shoes after the sports events? We know exactly what happened to the one from the 2014 World Cup in Brazil, it has found a place in the interior ministry.

On behalf of Dr. Igor Wetzel, Oliver Kupka presented the shoe in June to Interior Minister, Thomas de Maizière. We do not know whether Oliver Kupka was excited, but his companions were for sure: Fanny (12 years), Nina (14 years), Gina (14 years), and Lorenz (16 years). The four children of WOM employees were allowed to interview Interior Minister Thomas de Maizière – a great honor, because you do not meet VIPs everyday when you are a teenager and especially when such a great cause as BigShoe is involved.

The reporting team did very well in asking questions about how the minister and his staff will find ways to help build the project BigShoe sustainably, but also about the upcoming European Championship football event. And the team was not shy in answering a question by Thomas de Maizière about who the youngsters were cheering for when it comes to football.

3 surgeries

After auctioning off three Hertha BSC jerseys with player signatures, WOM donated to BigShoe. Three WOM employees were lucky jersey winners and three surgeries were funded.



Jersey handover by the Human Resources department to one of the beaming winners: Jörg Baffy-Schättler, Dirk Balmert, Stefan Kürbis (left to right)



Thomas de Maizière with WOM CEO Oliver Kupka and children of the WOM employees (Fanny, Nina, Lorenz, Gina, left to right)

Responsibility begins at home

Think globally, act locally, together

Commitment in Upper Franconia

▶ With more than 280 employees in Ludwigsstadt and Reichenbach, Upper Franconia (Oberfranken) in Bavaria is the region where WOM has the most employees. And we are acutely aware of our responsibility as the largest employer of the respective communities. We want to give something back to our environment and the community and, therefore, take an active role in various regional projects.

Investment into the future

▶ WOM is thus actively committed to a Ludwigsstadt initiative helping new citizens and supports both schools and clubs with donations. Most recently, WOM participated in the project “Green Classroom” of the Ludwigsstadt elementary

school. The children there now have the opportunity to learn outdoors in the fresh air. Concentration and performance of the children and the general well-being are hereby increased – both important aspects for a company dedicated to health such as WOM and perhaps the future employer of these children.

Cross-generational commitment

▶ In addition to young people, we also focus on the older generation. Our trainees not only learn technical know-how and skills, but they are also exposed to various social projects. Thus, the project, “Mobile Garden for Ludwigsstadt Seniors” at the nursing and assisted living home was born. Here, the instructor team of WOM together with the facility director developed the innovative idea of raised vegetable and flower beds. The aim was to enable residents to grow and



WOM trainees and their tailor-made raised flower and vegetable beds

take care of herbs, vegetables, and flowers by themselves and without great physical effort, even while sitting in a wheelchair – both in the house and in the garden.

The bed was made by the WOM trainees and handed over to the happy senior citizens – it was a special event for both generations and our young people directly experienced what it means to have social responsibility.



Donations for the “Green Classroom”

**WOM says
“Thank you”**

to its dedicated employees!



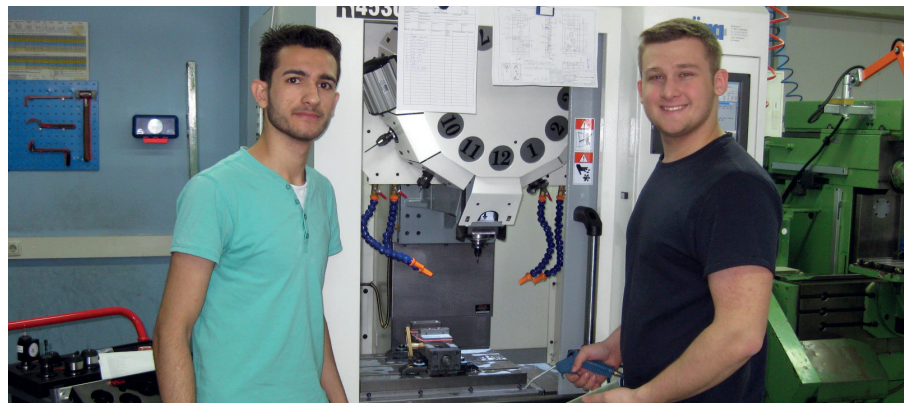
An entire truck with relief supplies for the Ukraine

Donation campaigns for those in need

► Our trainees organize even more. This is the third time that they have started a donation campaign in Ludwigsstadt under the slogan “Let’s do something good together” for people needing help in the Ukraine.

Stefan Beetz, a trainer at WOM, has no doubts, stating: “Social engagement is a high priority in our training section. It promotes teamwork and the trainees learn to get involved.” And the aid transports to the Ukraine required a lot of involvement. First, there was an in-house phone call, asking for help. The many items that were donated by WOM employees – clothes, food, strollers, mattresses, blankets, and many other relief supplies – were then loaded onto a truck by trainees – a great show of strength, muscle soreness included. It was a great feeling, being able to help.

We especially thank the charitable Ludwigsstadt organization JVA, which carried out the subsequent transport to the Ukraine.



Intern Hasan Lazkeen from Syria with WOM trainee Willi Dressel in the CNC workshop

Integration of refugees

► In view of the current crises and conflicts around the world, WOM wants to contribute to positive interaction and the integration of migrants and refugees. To master the associated challenges professionally, Joachim Pohl, a trainer at WOM in the industrial and technical area, participated in a special training session of the Chamber of Commerce. There he learned all about the special legal conditions, employment opportunities, intercultural networking, and measures for the integration of refugees. We have focused on assisting young people. At the “Café International,” an integration initia-

tive in Ludwigsstadt, we try to bring our culture and language closer to young refugees. We also visit schools where refugee children and youths are integrated. This is also how contact was established with the refugee classes of the Kronach vocational school, among others. We continue to intensify this contact with joint sporting events and casual meetings during the afternoon.

Joachim Pohl’s positive conclusion: “As a first step, we offered the possibility of a tour of the company and company internships to our very interested listeners – with success. The first internship with the young Syrian Lazkeen in CNC manufacturing went very well and we hope to receive his application for an apprenticeship.”

WOM Asia gets its hands dirty



Joint visit to the organic farm

▶ Local involvement in the medical field is the motto of our team in Hong Kong. Since 2016, WOM has participated in the aid program Succeed & Advance Hong Kong (SAHK). The association supports local people with physical and mental development problems due to neurological disorders. In addition to financial help, the colleagues of WOM Asia also are active for SAHK on a personal level: A highlight in the truest sense was the joint visit of an organic farm.

To get out of the metropolis, being in nature, soaking up some rays, getting some fresh air, playing with animals – a rare treat for people for whom sitting in a wheelchair is already a challenge. And the WOM Asia team had the experience that even small actions can have a great effect.



WOM Orlando Cares

▶ WOM Orlando is proud to be a part of the Central Florida community – Orlando residents are very diverse, as are members of the WOM family. With diversity comes many different beliefs, backgrounds, experiences, and needs. Our social responsibility is also diverse and focuses on improving the lives of many different groups who call Orlando home. Team building and helping others are important elements in the WOM culture. Therefore, much of our charitable giving involves working together for a cause by participating in community events.

In 2016, WOM Orlando employees volunteered at the Orlando Day Nursery, an early learning center that serves approximately 165 at-risk, pre-school, and kindergarten age girls and boys. Most of the families are homeless or have lower income and are unable to afford childcare services. Our time was spent landscaping and beautifying its outdoor classroom, painting boards for use in classrooms that have educational and healthy eating themes, and helping the kids in the vegetable garden. This volunteer project was in cooperation with Hands-on Orlando.



WOM Orlando is instructed on the volunteer tasks at Orlando Day Nursery

In 2014 we had been part of the Breast Cancer Walk; in 2015, WOM Orlando employees participated in the American Mud Race, an obstacle course race that raises money for the Habitat for Humanity organization's Home at Last program. This program benefits wounded veterans who have lifelong disabilities.

This non-profit organization provides WOM with volunteer projects to participate in that are diverse and benefit those who most need our support. WOM Orlando will continue this partnership in order to help the under-served and in-need communities and organizations of Central Florida.

An architect and a home builder donate their services and a home site is purchased to build a new house as a "thank you" for the sacrifice made by our military veterans.

WOM believes in the saying that in helping others we also help ourselves, as being of service to others feeds the soul.

WOM Employees prepare a garden wall for new paint at Orlando Day Nursery





Dr. Clemens Scholz (left)
and Sven Kretschmann,
Head of Cleanroom
Production

Energy efficiency

Environmental management at WOM: Lean & Green and lofty goals

Our contribution to environmental protection

► “There are countless issues that drive us,” states Dr. Clemens Scholz, CEO of WOM. “From traveling by train or having our own cogeneration plant to product life cycle management including the disposal of equipment and accessories, our actions are always put to the test.” Since 2008, WOM has subjected itself to the voluntary environmental audit ISO 14001 at the Berlin and Ludwigsstadt sites. An expansion to include the Reichenbach production site is planned for 2018.

The economic use of clean energy and protecting our environment has long been a success. WOM is a manufacturing company, and environmental objectives play a major role in the company’s policy. Our employees can play an active role in the development and implementation of improvement measures. For example, internal environmental competitions subject them a professional assessment of their initiatives, and awards are used to signify our special appreciation for the best ideas.

Success stories

The production of medical devices and accessories takes place in Upper Franconia in the town of Ludwigsstadt. There, tube sets and injection-molded parts are produced in a modern cleanroom facility that opened in 2014. WOM implemented an innovative concept with outstanding energy savings for this facility, which won



The cleanroom facility as an engine for many energy improvements in the company

the prestigious **Lean & Green Award** at the end of 2015. In addition to the environmental and energy aspects, the jury was impressed in particular with the “great ability to reform the organization,” since improvement projects at WOM are initiated mainly by employees for which they receive speedy and unbureaucratic support from management for the implementation. Since 2013, WOM has used only green power for all operating sites. The electricity produced from the gas-



fired cogeneration plant in Ludwigsstadt is almost completely consumed by WOM itself and the recovered heat is used for heating the buildings. “In the next step, it is possible to install a photovoltaic system on the south side of the roof of the cleanroom facility,” explains Thomas Beck from the Environmental Management Team enthusiastically.

WOM could use the generated solar power all by itself and would be largely independent from the public grid, if necessary.



Dr. Clemens Scholz with the new air compressor

The cleanroom facility proves to be the general starting point for important innovations at the location; LED lights were planned to be used here right from the start. And the other buildings in Ludwigstadt will be converted gradually from conventional lighting to LED lights. An energy savings of at least 25% has been defined as a fixed goal, alone in the CNC production we will consume 26,000 kW/h **-25 %** less annually.

Two other important challenges were overcome in 2016:

The compressed air system in the CNC area was checked and leaks were eliminated. The expected savings of electrical energy should be at least 5%. A scheduled before and after check will analyze the exact consumption savings.

Moreover, WOM has invested in new compressed air generation technology and replaced an unregulated air compressor with a regulated one. The improved control, the more uniform pressure distribution, and the usable waste heat in the heating circuit resulted in a savings of 6%. And what does that mean for the environment? Five tons of CO₂ less in emissions per year – what a convincing argument.

A controlled compressor is also in operation at the second production site in the nearby town of Reichenbach, as well as a pellet heating system and new windows with triple glazing that contribute to a positive environmental balance as well.

Approx. 47 tons of CO₂ are saved: WOM takes the train between the domestic German offices in Berlin and Upper Franconia and thus conserves resources.

Our active contribution in 2016

	Primary energy consumption (GGA)	Carbon dioxide (kg)	Particulate matter (kg)
Rail	7,145	1,681	0.21
Car	22,686	48,525	3.66
Savings over car	-15,541	-46,844	-3.45
	-68.5 %	-96.5 %	-94.3 %

Environmental record from January 2016 to December 2016, DB Vertrieb GmbH

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