

Sustainable thoughts and actions

Management system of the ifm group of companies

ifm.com

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April 2025

Management system of the ifm group of companies

Our certified management system in accordance with ISO 9001, ISO 14001/EMAS, ISO 45001 and ISO 27001/TISAX – each in the current version – represents our modern processes with the aim of generating optimum customer benefit. So, all products from the ifm group set standards for highest reliability, precision and sustainability.

Dear Reader,

With more than 9,055 employees and subsidiaries and representatives in over 95 countries, the family-owned company ifm is one of the world's leading suppliers of automation technology. We owe our impressive development both to our commitment to continuous improvement and flexibility and to our principles relating to quality and environment.

Customer focus

In keeping with the corporate mandate cited below, compliance with these principles is as much to the advantage of our customers as it is the backbone of the company. Therefore, our claim "ifm – close to you" is also a performance challenge to ourselves.
This means: ifm not only offers outstanding products, but also provides a service that requires consistently customer-focused processes. The aim is to create a basis of trust between company and customer by providing comprehensive information and fostering a fruitful dialogue. This is what forms the basis for success – ours and yours.

Transparency

The information provided here therefore not only introduces our certified management systems, but also the company ifm and its philosophy. Our goal is to leave you with the assurance that you have chosen the right partner. We mean what we say and we act accordingly: We develop solutions for you that follow a long-term strategy.

Looking forward to a successful cooperation.

ifm group of companies
Board of Directors



Martin Buck *Michael Marhofer*

"Sensing, networking, and control technology for the automation of a wide variety of processes to humanise society is the corporate mandate given to ifm electronic by the partners."
Extract from ifm's corporate philosophy



Martin Buck & Michael Marhofer
Chairmen and co-CEOs of the ifm group of companies

Quality, environment, occupational health and safety, IT and information security

Our corporate policy is inextricably linked to the ifm philosophy. It forms a solid basis for the growth ifm is aiming for. In addition to the goal of contributing to the economic success of the company, we also want to positively influence the environment, quality, occupational health and safety and IT/information security aspects with our integrated corporate policy and integrate them into our daily activities in the long term.

In this context, we focus equally on customers and employees, as reflected in our corporate vision, "close to you". Our work is therefore characterised by the following guiding principle: development methods are to be applied in a consistent and sensible way.



Customers

Customer satisfaction is our top priority because our customers' feedback and expectations fundamentally influence our actions. Developing and manufacturing customer-oriented, environmentally friendly, high-quality, reliable and customised products is therefore an essential part of our activities.

"All employees are considered direct or indirect sales staff."
Extract from ifm's corporate philosophy

Innovation

A continuously high expenditure for R&D consolidates ifm's technological lead. Modern development methods are applied in a consistent and reasonable way.

"All ifm products are developed in accordance with our best knowledge and experience."
Extract from ifm's corporate philosophy

Processes

Our aim is to make every process as safe, structured and efficient as possible to prevent negative effects on employees and the environment and to avoid deficiencies. In doing so, ifm also takes into account essential IT objectives such as availability, integrity and confidentiality. Risks, hazards and potential for improvement are identified as part of regular risk assessments and inspections. ifm undertakes to eliminate or minimise the risks and hazards identified.

"Long-term monitoring and worst-case tests are part of our development and quality control when products are to be provided for large markets."
Extract from ifm's corporate philosophy

Employees

Our employees are our greatest driving force because they embody our company's performance. Therefore, we encourage our employees' innovative mindset as well as quality and environmentally conscious thinking and acting. Safety and health at work are also given high priority at ifm. ifm is committed to providing safe and healthy working conditions for its employees. The aim is to prevent work-related injuries, illnesses and the loss of business-critical information.

"We are firmly convinced that the employees represent the biggest asset of any company."
Extract from ifm's corporate philosophy

Communication

As a company, ifm strives for an active information policy towards customers, suppliers, authorities and other interested parties. In doing so, it is important to us to always remain in exchange and to act in a result-oriented manner. ifm has suitable and technically reliable options for continuously involving employees in decision-making processes and is constantly expanding them.

"World-wide ifm employees have to develop a relationship of trust in close contact with the customer which openly and honestly considers mutual interests."
Extract from ifm's corporate philosophy

Growth

ifm strives for sustainable economic success and appropriate corporate growth to ensure further development in the future. It is very important to ifm that economic growth is in line with quality, environmental, IT, information and occupational safety objectives and does not have a negative impact on them. We pay particular attention to ensuring that our activities contribute to mitigating climate change wherever possible.

"We want to grow successfully in security."
Extract from ifm's corporate philosophy

Product quality

The development and manufacture of reliable, long-lasting, high-quality products is a high priority for us. We want our production to be as environmentally friendly and reliable as technically possible at all times by constantly adapting to the current state of the art – always aiming for sustainable use of resources and protection of sensitive technical data.

"High product quality and accurate technical data are unimpeachable values of ifm."
Extract from ifm's corporate philosophy

Compliance

Compliance with legal, regulatory, local and other binding obligations is of great importance to us. Respecting human rights is a high priority for us, which is why we expressly recognise the UN Charter of Human Rights and its ban on child and forced labour. Of course, we also pay attention to environmental and climate protection.

"The basis of our actions is our corporate philosophy. We strictly observe compliance with the applicable laws and standards of the respective countries in which ifm operates."
Extract from ifm's corporate philosophy

Improvement

We are committed to the continuous improvement of our quality, environmental, information and occupational health and safety management systems in order to continuously improve our products, our internal processes, our IT systems and our environmental performance. We also expect our suppliers to meet these standards.

"ifm wants to offer outstanding product quality, service, and reliability. Quality must be part of our lives. All ifm staff need to be a living proof that only perfect ifm products exist."
Extract from ifm's corporate philosophy

The ifm group of companies



Glückaufhaus, Essen



ifm electronic, ifm efector, ifm group services, Tettnang



ifm efector, Tettnang

Quality and products "designed by ifm"
Since its foundation in 1969, ifm has been closely connected to Germany as a location for industry. High product quality and accurate technical data are unimpeachable values of ifm. Moreover, the automation company is committed to producing high-quality and long-lasting products, applying ecologically sound production processes to the greatest possible extent. Therefore, ifm's production always reflects the state of the art and the applicable environmental regulations. All ifm production sites are certified according to ISO 9001.
Resource-saving and efficient production – opposites that attract: In 2014, ifm received the award for successful energy efficiency commitment as one of the most successful participants in the project "EnBW Netzwerk Energieeffizienz".

Corporate headquarters and central warehouse
The corporate headquarters, which house the sales and service departments, are located in the historic Glückaufhaus in Essen at the heart of the Ruhr region. From the logistics centre in Essen, products are supplied directly to ifm customers within the EU and to the logistics centres worldwide outside the EU.

Development and production
About 50 per cent of all ifm products are manufactured at 5 production sites in the Lake Constance region. The majority of the research and development people is located there. Production processes are constantly optimised and of course comply with the applicable regulations. ifm also has additional development and production facilities in the USA, Singapore, Poland and Romania.

ifm group services gmbh
ifm group services gmbh is the central service company in the ifm group of companies and supports the operative ifm companies. The group service functions are thus bundled in one business unit which supports that secures the dynamic growth in the ifm group of companies.

ifm efector gmbh
ifm efector gmbh specialises in the development and manufacture of sensors and systems for automation as well as cameras and RFID systems for mobile machines.



ifm ecomatic, Kressbronn

ifm ecomatic gmbh
ifm ecomatic manufactures and develops control systems and evaluation units as well as industrial communication systems for automation.

ifm diagnostic gmbh
In line with the guiding principle of the ifm group of companies, the business activities of the ifm diagnostic subsidiary focus on the development of sensor systems for vibration monitoring and diagnostics as well as inclination sensors for the motion control sector.



ifm diagnostic, Rosenheim



ifm prover, Tettnang

ifm prover gmbh
Development and production of flow, pressure, analysis and level sensors for process engineering. The calibration of selected sensors is also offered as a service from the associated accredited calibration laboratory in accordance with DIN EN ISO IEC 17025.

The SUMMIT - high-tech centre in Siegerland
At The SUMMIT in Siegen, which opened in 2019, ifm combines its expertise for Industry 4.0. With pmd technologies AG and the limited liability companies ifm solutions, ifm services, ifm software and ifm business solutions, a total of five companies are developing pioneering hardware and software to implement the vision of intelligent, global networking and communication in the manufacturing industry.



The SUMMIT, Siegen



ifm ecolink, Opole

ifm ecolink Sp. z o.o, Poland
Certified to ISO 9001 and ISO 14001, the independent subsidiary develops and produces connection technology.

ifm prover inc., USA
ifm prover inc., USA, develops and manufactures temperature and flow sensors for process engineering. The calibration of selected sensors is also offered as a service from the associated accredited calibration laboratory in accordance with DIN EN ISO IEC 17025.



ifm prover, Malvern, PA



ifm electronic, Singapore

ifm electronic Asia Pte. Ltd., Singapore
The regional plant with R&D, product management and production facilities, among others, for photoelectric sensors for the fast-growing markets in Asia.

ifm efector srl, ifm prover srl, Romania
ifm efector srl in Sibiu develops and produces position sensors for industrial automation applications. ifm prover srl develops and manufactures pressure, flow and level sensors for process engineering.



ifm efector, Sibiu

Dialogue partner

One of the strongest sales teams within the industry, more than 2,500 customer visits per day, locations in over 95 countries and ifm service centres that provide free and direct assistance worldwide and take orders: we maintain an ongoing dialogue with our customers and place great emphasis on active advice and support. At the same time, we can only develop innovative products for our customers if we conduct basic research in cooperation with specialised research institutes. This is why ifm carries out research and development together with external institutes and universities. The mutual benefit: continuous high expenditure for R&D together with a high level of commitment consolidates our technological lead over our competitors.

Customers

- ifm service centres support via chat or phone: constructive help and advice, latest literature, selection of units, application solutions
- Direct sales: active customer support through 85 branches worldwide
- Advertising in dialogue: fairs and forums as platforms for direct customer contact
- When launching new products and technologies, ifm supports their customers with workshops and seminars at the ifm training centres or directly at the customer's site

"ifm's claim of being a special company can only be fulfilled if we are better prepared for the future than others."
Extract from ifm's corporate philosophy

Employees

- Training measures, staff meetings, company network, company magazine, health and safety at work management, alumni meetings

Suppliers

- ifm maintains long-term partnerships with its suppliers. The prerequisites for a supply relationship are the successful completion of a supplier qualification process and product approval. In the current series, regular supplier evaluation and support takes place.

Education & research

- Cooperation with educational institutes: special discounts and free units for educational institutes, promotion of youth initiatives such as Robocup and TectoYou, support with diploma and final theses
- ifm lecture hall and endowed professorship at the university Ravensburg-Weingarten, partner of the Opole University of Technology, Poland
- Lectureships and guest lectures at universities
- Development cooperations with research institutes and other companies
- Standardisation and association work



Customer proximity





Branches and representations in over 95 countries worldwide (3 sales centres and 4 sales locations in Germany) ensure that we are always close to our customers, via the internet even around the clock.

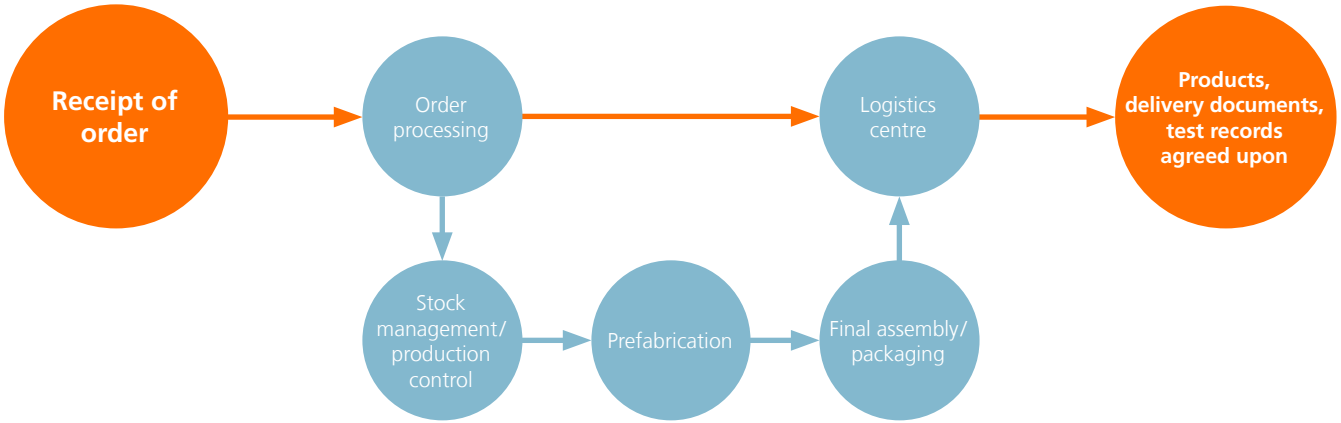
The central warehouse in Essen, one of the most modern warehouse systems in Europe, ensures that your order is promptly and suitably packed for transport so that the product reaches you in the quality it had when it passed our final tests.

Every order for products that are directly available from stock leaves the warehouse on the same day – provided that the order is placed before 2 pm. On 9,000m² of floor space, all areas are coordinated with each other, from goods receipt to dispatch – thanks to a perfectly standardised process for all types of incoming and outgoing orders. A warehouse management system allows us to trace and optimise quantity movements, positions of load carriers and utilisation capacities of individual stations at any time.

Reliable control of production processes

A constantly optimised production process consisting of automation and manual assembly allows a high production capacity while remaining flexible for small batches and customer-specific versions. The production documents ensure that products and processes can be reproduced at any time. They can be accessed online and are always up to date. Position monitoring during SMD placement based on trendsetting image processing technology ensures a consistently high product quality. State-of-the-art "flying probe" in-process tests are part of a consistent, integrated test structure.

Order processing in detail



Logistics centre in Essen

Support processes

We call them "support processes" because they comprehensively support our value-added chain: Whether IT or Technical Product Services – these support processes have been part of our QM system from the very beginning. We regularly check that they are precisely linked with the value-adding processes. At the same time, every process can be called up from any PC.

Procurement

A stable supply chain and the highest possible delivery performance is a fundamental part of ifm's philosophy. Reliable delivery to our customers is our top priority in all areas. The deciding factor for a long-term supply relationship is consistently good product quality, together with adherence to deadlines and quantities. Suppliers are obliged to set up a quality management system and to provide certification that at least meets the requirements of ISO 9001. The normative requirements of ISO 14001, ISO 45001 and ISO 27001 must also be taken into account. ifm products are used by customers on a long-term basis, so it is important to identify and assess potential risks at an early stage. This is guaranteed at the latest by the time the product is released, in line with VDA Volume 2.

Approvals and certifications

Simultaneously to product development or product modification the approval procedures to be taken into account are initiated so that at the time of marking the approval of the respective approval body is available (e.g. CCC, cULus, CSA, KBA, ATEX, FM, IEC-Ex, etc.). The production requirements of the approval body are implemented in the production work schedule so that compliance with the requirements is ensured for the corresponding marking.



Assessing risks



- All branches and production sites are at locations where no risks of environmental/natural disasters are known.
- For critical components a specific stock management is applied to ensure the supply for a longer period. Automatic stock monitoring is used as early warning system for the material supply.
- Ensuring the procurement (risk strategy) includes safety stocks and a "second source" policy. There are clearly defined and documented processes for ensuring the procurement and product availability.
- Essential business processes are secured by means of redundant systems and production facilities at different locations.
- Alarm plans are available in the sales centres and production facilities.
- An IT security concept to ISO 27001 and TISAX was introduced.
- Risk assessments are performed in different organisation units using suitable tools (e.g. FMEA in the product development).
- Risk-based thinking at process level has been established in the company as a requirement according to ISO 9001.
- The Board of Directors of ifm stiftung & co. kg mandates the Internal Audit with the review of the internal control system in a given department or unit of the ifm group of companies with regard to compliance, security and economic efficiency.

"Each growing company has to take risks to work successfully. Partners and management will only take such risks that are in the interest of normal business activities and the size of which is suitable to ifm."
Extract from ifm's corporate philosophy

ifm – close to you!

The brand "ifm" is a promise of quality and performance: it stands for high-quality products, close customer contact and innovation. A promise that becomes a reality through internationality, qualified consulting and service and a high product quality "designed by ifm".

The three pillars of our activities

The ifm philosophy reflects the three supporting pillars of our corporate activities – employees, customer/market and product.

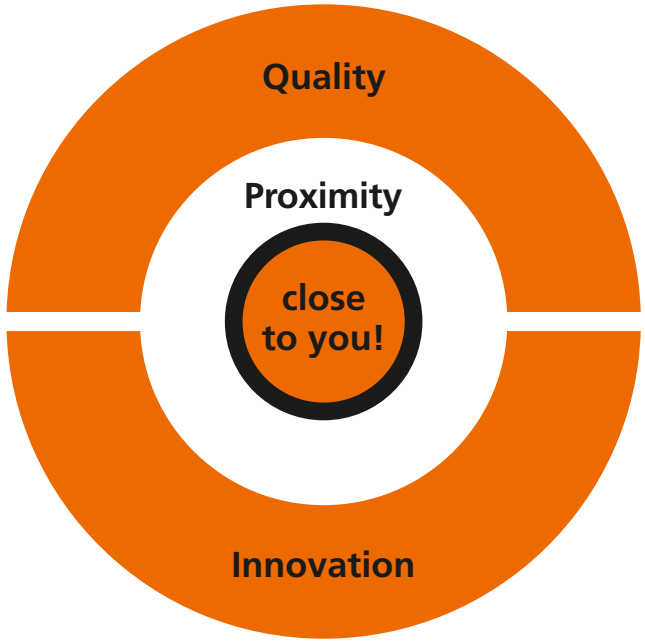
The corporate principles establish standards for the conduct of the company and its employees. They are shared by all ifm employees and form the basis for their activities and daily interaction.

At ifm, the guiding principles are brought to life through open internal and external communication, flat hierarchies and a culture of dialogue.

Living the corporate identity

While our corporate design consistently conveys our quality claim to the outside world, it is people who communicate and create quality. In this spirit, ifm employees all over the world represent the company and live the quality the ifm brand promises.

"ifm wants to offer outstanding product quality, service, and reliability."
Extract from the information security policy







Quality is in our DNA



Peter Lerchen, Quality Management Officer, Essen



Danijel Grobotek, Quality Management Officer, Tettnang

Quality Management

ifm is permanently working on innovative products and solutions for the global markets. This results in strategic and quality goals which are communicated by the managing directors through our quality management. The corporate sectors deduce objectives and key indicators from these goals.

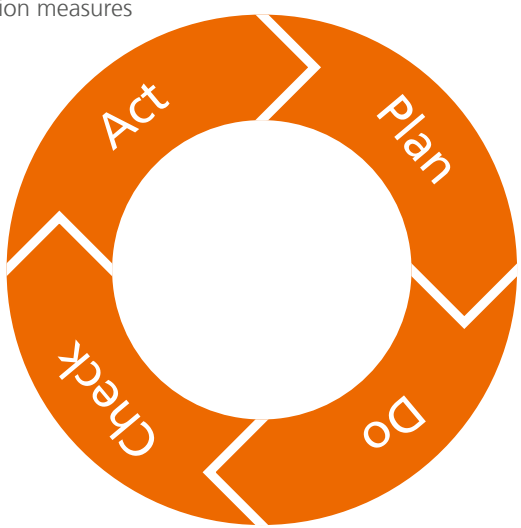
Quality

- Quality management starts at the top – quality is embedded everywhere in the company.
- The latest version of ISO 9001 is our normative foundation; the organisation's requirements determine our actions.
- The quality management system is managed centrally and implemented operationally on a decentralised basis, continuously improved and adapted to the needs of those involved.
- A quality strategy has been established.

Control cycle

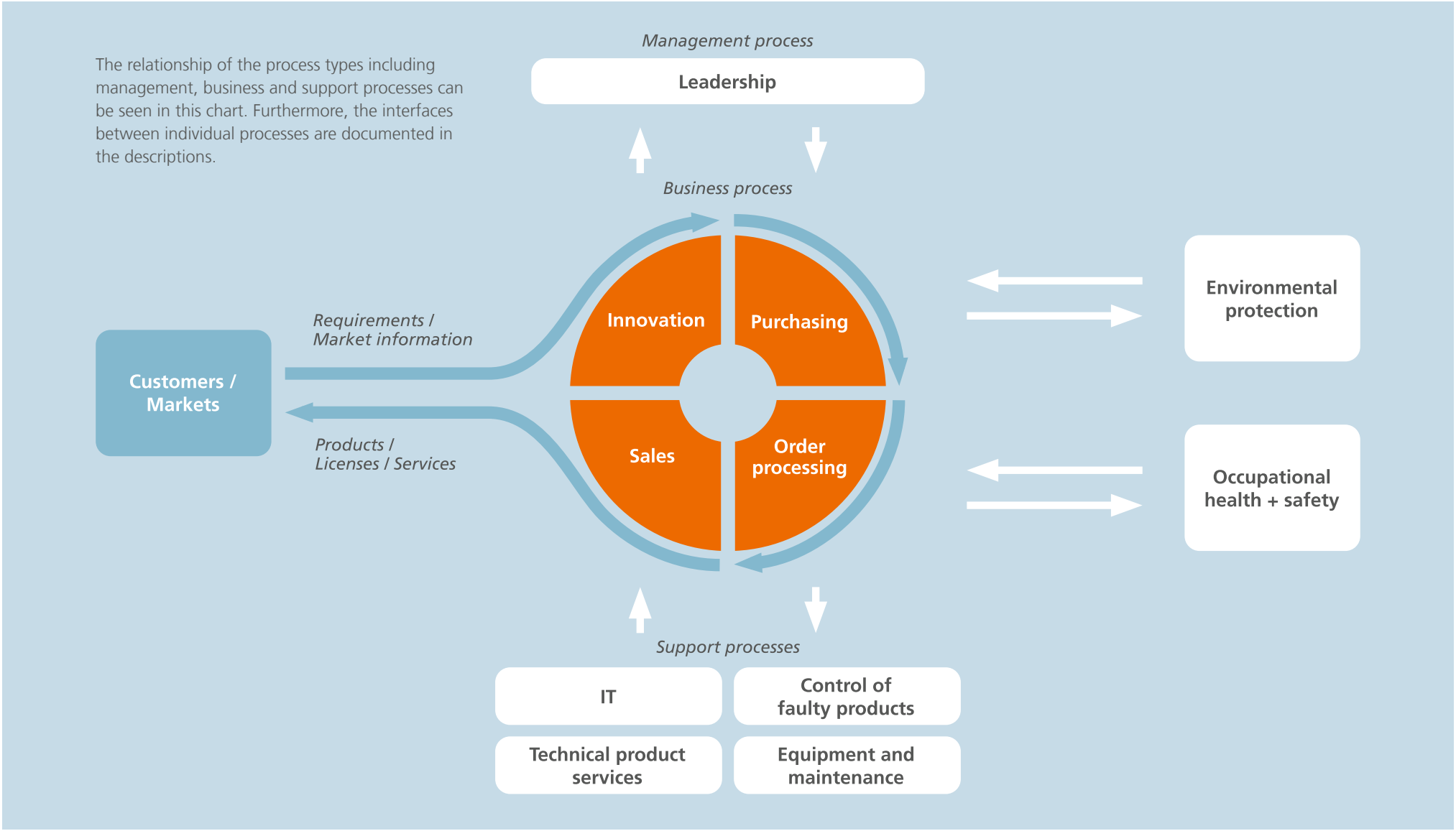
In addition to regular planning meetings of the management team, a management review is conducted once a year. This is assessed by the managing directors with the definitions of the goals being adjusted or complemented. The results and efficiency of the audits carried out, key figures of customer satisfaction, key figures from the processes and measures taken after the last management assessment as well as process risks and chances are assessed.
In addition, the context of the organisation is verified every year. The employee is the key to our continuous improvement activities. Process results as well as customer feedback are analysed on a daily basis and suitable optimisation measures are initiated in small and large control cycles.

"Quality and performance of ifm products are exemplary."
Extract from ifm's corporate philosophy



ifm process landscape

The relationship of the process types including management, business and support processes can be seen in this chart. Furthermore, the interfaces between individual processes are documented in the descriptions.



Information security management



Dietmar Schettgen, Vice President Global Security Services

Information must be available at the right time, in the right way and in the right places. To ensure availability, confidentiality and integrity, ifm maintains an information security management system (ISMS) in line with the requirements of the international standard ISO 27001.

In a group-wide guideline, the management demands that information security be observed as an integral part of all processes and supports corresponding activities with the necessary resources. It is important to ifm to continuously improve the security level and adapt it to the constantly changing threat situation. Market requirements are also constantly changing, so ISO 27001 certification alone is often no longer sufficient. In order to meet the requirements, ifm was certified in accordance with TISAX, a standard of the German automotive industry, for the first time in 2024.

Collecting, storing and processing data is vital for ifm's business activities. This opens up opportunities, but it also requires a continuous assessment of possible risks when implementing appropriate measures that are commensurate with the value of the information. The result is a state of the art infrastructure.

Employees contribute greatly to information security within the context of their daily work. Every user is trained in the use of the systems and made aware of both general and current threats.

"The protection of business-critical information from internal and external risks is considered as the ultimate goal."
Extract from the information security policy



The ifm innovation process



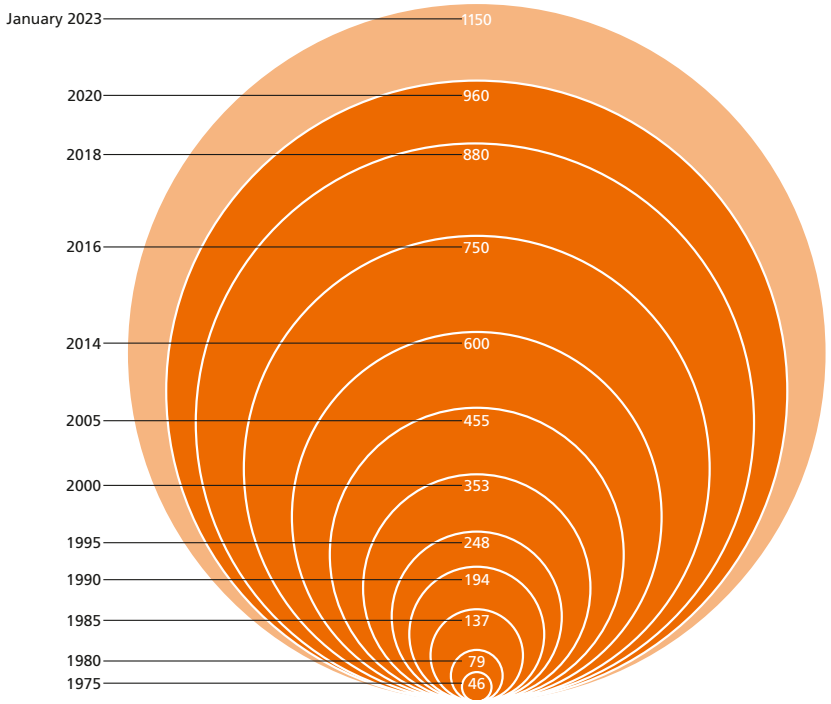


"Continuous high expenditure for research and development together with a high level of commitment shall consolidate our technological lead as compared to our competitors and strengthen our position in the market."

This principle of our corporate philosophy is an incentive and a challenge. Innovation is a core competence of our company. It is also essential to ensure our future. For this reason, we have implemented the ifm innovation process.

Objectives

- Harmonisation of the new products development approach across the entire company.
- Smooth integration of all necessary steps in the process.
- Sustainable optimisation of the effectiveness and efficiency of product development and creation of synergies



Development of patents, patent applications and utility models of the ifm group of companies

The ifm innovation process

Start

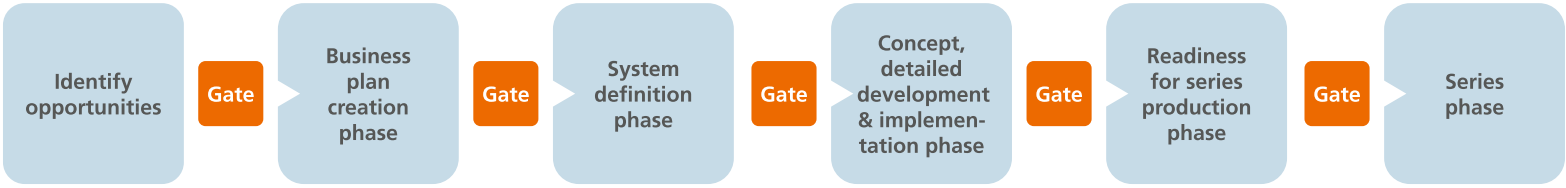
Before we plan a project concretely all possible sensible solutions are taken into account. New technology approaches and processes must be technically and ecologically manageable prior to implementation. Furthermore the markets and applicable laws, standards and regulations are already included in this phase.

Planning and implementation

Quality planning includes the processes which are required to fulfil the customers' requirements and monitors them by means of defined quality gates and controls. In addition to state-of-the-art 3D CAD systems and rapid prototyping we are in close contact with our process-experienced partners in the fields of production equipment and production. Databases allow access to the knowledge from the daily learning processes at any time, e.g. from corrective action, customer feedback or FMEA.

Product launch

While the product matures in defined phases, we maintain contact with representative users who test new developments or product optimisations on site – no matter if it is in mechanical engineering, the food industry or in automotive areas. These simultaneous validation measures help us to develop high-quality and robust products on a customer-friendly time-to-market basis.



Sustainability

"Growing successfully in security."
Extract from ifm's corporate philosophy

What will the world look like in the future? We at ifm ask ourselves this question not only when it comes to product development, innovative technologies and new ways of working. Sustainability plays an increasingly important role in today's world. It has been clear to us for many years that our actions must be well-balanced in the long term. Therefore, this aspect is an integral part of our corporate philosophy. People are our focus. Hence, an intact environment is particularly important to us. This responsibility has been the basis of our sustainability report that we have been publishing since 2019.

Ecology – environmental protection

Thanks to ifm's many years of internal environmental management, both operational and product-related environmental protection are firmly anchored worldwide. The environmental management system covers the entire life cycle of the products: environmental requirements are taken into account from procurement to production and disposal. Suppliers are also included in this process. A particular focus is on activities, products and facilities with significant environmental aspects that can be influenced.

The certification or registration according to ISO 14001/EMAS for the environmental management system applies to the German ifm companies at Lake Constance, in Essen and in Rosenheim. The ifm ecolink Sp. z o.o site in Poland is also certified according to ISO 14001.

Economic strength

As central guiding principle of the ifm group of companies, the striving for economic stability has been anchored in our corporate philosophy and way of acting from the very beginning. Employees, customers and suppliers as well as innovative solutions and the harmony of nature and technology are key subjects for a sustainable development for ifm. Economic stability can only be achieved through a successful combination of economic, ecological and social strength.

Social sustainability – social coexistence

As one of the global industry leaders, we combine the close customer contact of a family-run medium-sized company with the internationality of a growing group of companies. We strive to offer our employees an attractive and safe working atmosphere characterised by mutual appreciation.

In addition to establishing a uniform code of conduct, we continue to place people at the centre of our actions, for example with opportunities for training and further education as well as health promotion.



"Because we are all responsible for a future which takes social, economic, and ecological aspects into consideration."
Economy, environment and social concerns as equally weighted enablers for sustainable development

Sustainable actions



Brigitte Hubert, Director Environmental Protection and Sustainability

Environmental protection

Operational environmental protection: In order to meet our ecological responsibility as well as the legal requirements and to continuously optimise environmental protection, our environmental management system was established over 20 years ago and certified in 2020 to DIN EN ISO 14001 and EMAS (EU Eco-Audit). Every year we publish an externally validated environmental statement in accordance with the EMAS standard.

Product-related environmental protection: The variety of international regulations concerning banned and declarable substances continues to increase. For this reason, we have implemented a material information system at ifm based on full material declarations. This enables us to assess conformity with legal and customer-specific requirements at any time.

Milestones in environmental protection

1984
Waste separation into industrial and special waste

1990
ifm philosophy: cornerstone for sustainable orientation

1991
Establishment of the 'Occupational Safety and Environmental Protection' department

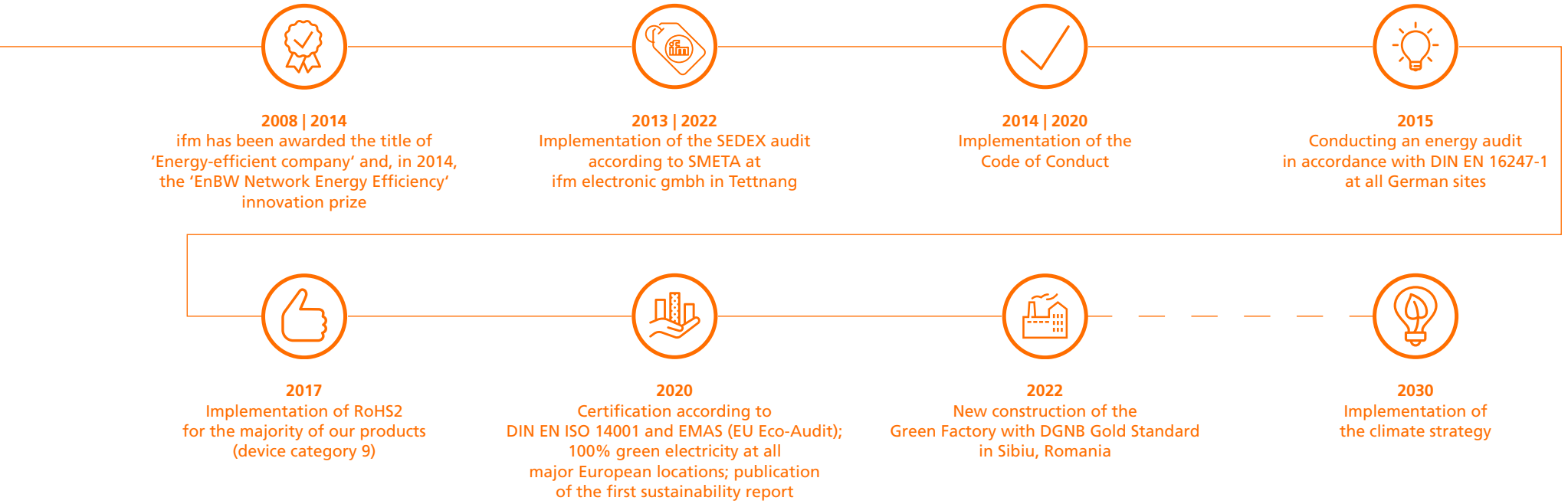
1993
Preparation of the first life cycle assessment that is updated annually

1994
Appointment of a waste and dangerous goods officer

1997
Commissioning of a wastewater treatment plant

2000
Introduction of an ifm-internal environmental management system (ISO 14001)

2006
RoHS1 requirements largely implemented, although ifm products were exempt



Sustainable products

The products' sustainability can always be viewed from both our company's and our customer's perspective. As a company, we place particular emphasis on environmentally friendly and energy-efficient design in our products to minimise negative impacts. High quality and the associated durability of ifm products contribute to a conscious and sustainable consumption of resources. Both environmental and social aspects are taken into account along the supply chain.

In addition to continuous improvement, we aim to support our customers' sustainability activities through the sale of our solutions. Efficient process design through the use of ifm products is a good example of this. The optimised use of resources – such as reducing energy consumption or waste – is the focus here. In particular with regard to the customer perspective, there are numerous examples of how ifm products can contribute to greater sustainability.

The most prominent example is probably compressed air. Working with compressed air is part of almost all industrial sectors. Here, unnoticed leaks as well as pressure drops and fluctuations are not rare cases. The ifm compressed air meter of the SD series supports you in monitoring and determining your compressed air consumption. This means that, for example, energy consumption can be sustainably reduced without any additional (personnel) costs. Another example can be found in the food and agriculture industry.

With reliable automation solutions, ifm has been helping to make processes along the entire food chain more efficient for over 50 years and supports sustainable agriculture for millions of people around the world.

One example of this is the more efficient use of greenhouses with the help of ifm sensors. ifm sensors offer further opportunities for livestock farming. In this context, ifm sensor technology contributes to a more transparent data situation and thus to more efficient and profitable management.

Our employees create our success



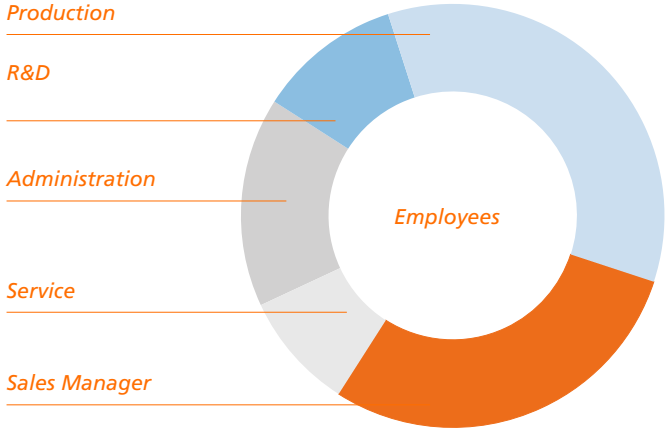
Steffen Fischer, Central Managing Director HR

The potential of our employees determines the success of the company. Ongoing training, qualification of our employees and career advancement characterise the personnel development of the ifm group. An open and honest dialogue is cultivated in mutual respect. This results in important positive energy, contributing to high motivation.
Our corporate philosophy is not just an empty claim. For more than 30 years the values and objectives have been firmly established in everyday structures. They are the base of our actions and present in every moment and in every form of cooperation. It makes no odds for us if the counterpart is a colleague of the ifm family, a customer or a business partner.

Our slogan 'close to you' not only illustrates our claim of how we work with our customers. It is also an expression of the self-evident and respectful interpersonal relationship with each person with whom we communicate – and we are proud of that.

"We are firmly convinced that the employees represent the biggest asset of any company. The potential of this asset also determines ifm's power and thus determines our success or failure."
Extract from ifm's corporate philosophy

ifm's personnel structure





Sebastian Dahl, Occupational Health and Safety Management Officer

Occupational health and safety management

Our employees are our most valuable asset. For this reason, we decided to have our occupational health and safety management system certified in accordance with the international standard ISO 45001 in 2023.
Certification ensures that we have successfully implemented a comprehensive system to identify hazards, minimise risks and prevent accidents at our workplaces. Our goal goes beyond mere compliance with legal requirements: We endeavour to continuously improve our occupational health and safety management system so that our employees can work safely and in a healthy environment at all times.

ISO 45001 helps us to implement the best possible standards in terms of occupational health and safety. This includes regular risk assessments, inspections and the evaluation of hazardous substances in order to recognise potential risks in the company at an early stage and derive suitable measures.

For us, successful certification is not only a sign of our commitment to the health and safety of our employees, but also an advantage that we can pass on to our business partners.

With ISO 45001 certification, we demonstrate that we act proactively, preventively and responsibly in the area of occupational health and safety – for our employees, but also for you.

"Our employees are our most valuable asset."
Extract from ifm's corporate philosophy



Tamara Buchhorn-Heickel, Social Sustainability Officer

We mean what we say and we act accordingly

We live the topic of sustainability not only in terms of environmental aspects, but also in terms of social sustainability.
We want to have long-term, binding relationships with our employees, but also with all stakeholders in our supply chain, which are characterised by mutual respect. The principles of our company philosophy are exemplified by all managers and employees on a daily basis. This is how we create a positive corporate culture. We value diversity and pursue New Work approaches to give every employee the opportunity to develop their potential freely. Family friendliness is a central component of our culture.

We comply with all laws and pay attention to data protection and compliance. Transparency and communication are important building blocks in our actions. This is how we overcome even difficult times with good crisis and risk management.
With a comprehensive occupational health management programme, we give our employees the opportunity to gain new impetus for their health awareness and maintain their ability to work. Commitment is a core value in our actions.

"ifm demands and promotes ecologically conscious decisions and conduct."
Extract from ifm's corporate philosophy

Compliance



Burkhard Kochanneck, Compliance Manager

"ifm intends to be a moral company" – this principle of the ifm philosophy forms the basis of our daily activities.

As a result of the social change of the last years, acting ethically has been given special importance worldwide.

Against this backdrop, ifm decided in 2013 to include a code of conduct as part of the philosophy. With the ifm Code of Conduct, ifm provides its employees with a guideline on how we want to behave in legal as well as ethical issues. ifm requires compliance with these rules not only from ifm employees but also from suppliers.

ifm introduced an electronic whistleblowing system in 2019. Any information received will be handled by the Compliance function in confidence. The whistleblower system is accessible on the Internet and not only available to employees but also to all business partners.

The goal of ifm is "to grow successfully in security". This also means to act in accordance with applicable laws and regulations, thus preventing criminal and civil penalties. Regular compliance training raises staff awareness and underpins the high compliance standards.



ifm employees observe the principles laid down in the ifm philosophy.

ifm complies with the applicable laws, guidelines and standards.

ifm has a trusting relationship with customers and suppliers.

ifm treats confidential information sensitively.



Child and forced labour are explicitly rejected by ifm on ifm premises and on suppliers' premises.

We respect each individual employee.

When offering or accepting gifts compliance with the tax and legal regulations is imperative. Deviating regulations may apply for authorities and at an international level.

ifm demands and promotes ecologically conscious decisions and conduct.

ifm is committed to fair competition.