

ONE VISION

FIVE CODES



CODE OF TEAMWORK AND LEADERSHIP



TABLE OF CONTENTS

Principles

- 1 Trust and Appreciation, Motivation and Individual Responsibility
- 2 Performance, Results and Success
- 3 Recognition, Feedback and Development
- 4 Teamwork, Diversity and Equal Opportunities
- 5 Challenges, Mistakes and Changes
- 6 Work-Life Balance
- 7 Managers as Role Models
- 8 Contacts



PRINCIPLES

At WACKER, collaboration with our employees is based on personal respect, appreciation, trust, motivation and individual responsibility. We believe that there is an inseparable connection between supporting and challenging employees. We support our employees by offering them basic and advanced training opportunities. What we expect is a performance-oriented mindset, coupled with sound professional and social skills. These guiding principles serve all of our employees, and especially our managers, as a basis for their actions – we want to be one of the best employers in our industry.

The Executive Board of Wacker Chemie AG
Munich, July 2012



1 TRUST AND APPRECIATION, MOTIVATION AND INDIVIDUAL RESPONSIBILITY

We are convinced that we can only be successful if we base collaboration on personal respect, appreciation, tolerance and trust, as well as on motivation, individual responsibility and commitment.

To us, open communication is very important. It allows employees, and particularly managers, to quickly and fully exchange information. It helps employees act and make decisions responsibly. We openly address disputes, including those relating to performance evaluation, and solve them fairly. Respect for the individual is as important to us as recognizing good performance and results.

2 PERFORMANCE, RESULTS AND SUCCESS

The same principle applies to all WACKER employees and managers: we rely on performance and results. The Group's overall success takes precedence over individual interests.

Our managers act as role models. They lay the foundation for individual employee achievements and thus for our company's success.

Our managers develop clearly defined and achievable goals together with every individual employee. In order to reach these goals, we rely on our employees' individual sense of responsibility and give them the freedom to make decisions and take action.



3 RECOGNITION, FEEDBACK AND DEVELOPMENT

Personal respect, appreciation, and recognition of good performance significantly contribute to employee satisfaction and to how strongly employees identify with their employer. We offer our employees attractive compensation and promotion prospects and share our company's success with them.

We want to learn from one another. That's why we listen to what our employees have to say, and why we ask for, and provide, constructive feedback.

Our employees have the opportunity to grow, both professionally and as individuals. We encourage strengths and performance capabilities through challenging tasks and focused advanced training programs. Investment in qualifications and expertise is an integral part of our HR work.

4 TEAMWORK, DIVERSITY AND EQUAL OPPORTUNITIES

Together, we are strong. We see our employees' diversity as an enrichment – in a globalized, networked working world, this is more important now than ever. Here, teamwork – both interdisciplinary and cross-divisional/departamental – is a key factor. We place the same importance on offering equal opportunities to all our employees.

As managers, we not only promote team spirit, but also honor outstanding individual employee achievements. As employees, regardless of our position within the company, we are always willing to constructively collaborate with our colleagues. We are there to help and advise colleagues who are new to the company.

It's our aim to permanently integrate employees who are disabled or have health restrictions. That's why we try to find the right job for every individual, so that skills and knowledge can be applied to the greatest degree possible and further developed.

We hire new employees according to their qualifications, performance, potential and personality. The applicant's gender does not affect our personnel decisions, nor do age, ethnicity, disability, religion, ideology or sexual orientation.



5 CHALLENGES, MISTAKES AND CHANGES

We see problems and challenges as opportunities to which we react quickly and flexibly. We welcome new problem-solving approaches and conduct, and pursue problems in a results-oriented manner.

When changes are necessary, we offer orientation and convey meaning, prospects and optimism.

We continuously strive for improvement and want to further develop our knowledge and skills for current and future challenges. We are prepared to be frank about our mistakes, learn from them and try out new ideas.

6 WORK-LIFE BALANCE

Modern companies enable their employees to find a good work-life balance. For WACKER, it's very important to offer employees abundant leeway in this respect as well.

As far as corporate workflows allow, we arrange flexible working hours. In particular, we take into account the needs of employees with family obligations, offering suitable support – for example with childcare, or with the return to work after parental leave.

7 MANAGERS AS ROLE MODELS

As managers, we are aware of our role model function. We adhere to principles and values that we expect employees to follow. We act reliably and with foresight. Our conduct is genuine, honest and credible. We mean what we say and say what we mean – we always keep our commitments and promises. This is how we foster trust.



8 CONTACTS

WACKER's Human Resources and Executive Personnel departments are responsible for the strategic topics of leadership and executive development.

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You can find additional information in [WACKER GLOBE > Work@WACKER](#)