



XELIS · MEMBER OF AVANCO GROUP



# COMPANY PRINCIPLES



The following principles are the foundation for our actions, and apply to all employees of the AVANCO Group:

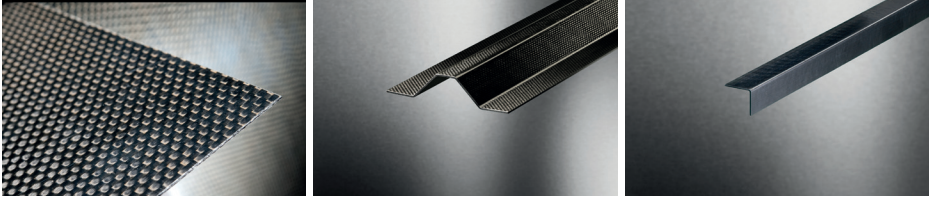
### **1. Customer-orientation**

Customers profit through our enthusiasm for lightweight design. We can fulfill your needs through our tailor-made solutions, thus providing you with competitive advantages. For us, customer satisfaction is the key indicator of our success.

### **2. Willingness to perform and personal responsibility**

We're a company, where every employee gives his best every day. A willingness to assume responsibility for our own actions, and the commitment towards the achievement of the company objectives are among our characterizing traits. We contribute to the continued success of the company. We are a learning organization, which enhances itself continuously through constructive, solution-based behavior.





### **3. Innovation, technology and quality**

We guarantee the highest degree of quality to our customers. As a technology leader, we combine technological excellence and outstanding product quality with high reliability. Our full potential for innovation is applied to meet the needs and requirements of our customers. Our expertise in fiber composites grows with each new customer solution, which makes us a competent partner.

### **4. Our actions are focused on the people**

Outstanding team effort is created through the interaction between leadership strength and exceptional individual performance. Our interactions are characterized by honesty, fairness, reliability, understanding and appreciation. We reject discrimination and debasement of any kind. As a future-oriented company, we are committed to the promotion of our employee's well-being and their further personal development.

### **5. Responsibility for the society and environment**

We are a medium-sized company with a proud tradition and a responsibility to our customers, our employees and their families, the owners and the society. We place importance on sustainable economic development which protects the environment and natural resources. We operate in full compliance with statutory regulations, and base our actions on ethical and moral principles.





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XELIS GmbH  
Kesselbachstrasse 1  
88697 Bermatingen, Germany

T +49 (7544) 9 34 02-10  
info@xelis.de  
www.xelis.de

### Headquarters of AVANCO-Group

AVANCO GmbH  
Planckstraße 15  
32052 Herford, Germany

T +49 (5221) 777-0  
F +49 (5221) 777-500  
info@avanco.de  
www.avanco.de