

## ENTERPRISE POLICY

The Zumtobel Group's enterprise policy is based on our Values, Vision and the commitment concerning our certified management systems.

### The values we all share

Passion	Performance	Partnership
We create light experiences with great enthusiasm.	We always strive for excellence.	We put our customers first.
We enjoy working with great people.	We deliver sustainable value.	We are curious. We team up to learn and discover.
We take initiatives and encourage each other.	We embrace the opportunities that come with change.	We believe in long-term relationships.

### Our Vision What we want to achieve


**zumtobel group** To offer the most complete range of solutions in the lighting industry of the future

**acdc** To be the creative driving force in architectural lighting

**THORN** To become the best brand for everyday professional lighting

**THORN**  Economical LED lighting Be the first economical brand choice of wholesalers everywhere

**TRIDONIC** To be the world's leading lighting technology partner, enabling new ways of using and experiencing light

**zgs**  zumtobel group services To shape the connectivity and services market in lighting

**ZUMTOBEL** To achieve greatness in lighting

## Management Systems

We are committed to comply with the requirements of our certified ISO 9001, ISO 14001 and ISO 50001 management systems and continually improve the effectiveness of these systems. The enterprise policy provides us the framework to establish and review objectives and targets. We are committed to comply with applicable legal requirements and other requirements to which we subscribe.

  
Alfred FELDER

Acting Chairman and Chief Sales Officer  
Zumtobel Group

  
Bernard MOTZKO

Chief Operating Officer  
Zumtobel Group

  
Thomas TSCHOL

Chief Financial Officer  
Zumtobel Group

