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ARNOLD®
BlueFastening Systems



Corporate Policy of the ARNOLD GROUP

- Vision
- Corporate Social Responsibility
- Code of Compliance
- Leadership Culture
- Mission

The ARNOLD GROUP
Locations and milestones



Dörzbach

547 employees
from 19 nationalities
46,000 m²
Founded 2007



Ernsbach

586 employees
from 22 nationalities
22,000 m²
Founded 1898



USA

34 employees
from 4 nationalities
2,787 m²
Founded 2007



Rauhbusch

11 employees
from 1 nationality
4,500 m²
Start of production: December 2023

China

284 employees
from 4 nationalities
33,851 m²
Founded 2007



ARNOLD®
BlueFastening Systems

2021
Sustainability becomes fifth strategic direction



2017
Merger of ARNOLD UMFORMTECHNIK with ARNOLD & SHINJO

2015
Systeneering®: Definition of the systematic development of fasteners



2014
Fasteneering®: Systematic development of fastening solutions



2012
ARNOLD FASTENING SYSTEMS established in USA



2007
ARNOLD FASTENERS SHENYANG established



2002
ARNOLD TECHNIQUE FRANCE S.A. established



1994
Acquisition by the Würth Group
ARNOLD & SHINJO established



1970
Licences for trilobular products and TORX screw systems



1945
Production of metal and cutting screws



1898
Established by Louis & Carl Arnold Production of wooden screws





From left to right:

Thorsten Lienhardt-Schuster
(Chief Operating Officer)

Frank Guse
(Senior Director Human Resources & Organisation)

Mario Metzger
(Chief Marketing Officer)

Uwe Wolfarth
(Senior Director Research & Development / Licensing)

Dirk Döllner
(CEO ARNOLD GROUP)

Steffen Müller-Hornung
(Senior Director Procurement & Supplier Management)

Lukas Schmieg
(Chief Operating Officer)

Bernd Weidner
(Chief Operating Officer)

Corporate Policy
at ARNOLD

As a member of the Würth Group we are a successful manufacturer of fasteners, cold form parts, series modules, and processing systems.

The Management System at ARNOLD GROUP is structured in line with ISO 9001, IATF 16949, ISO 14001, ISO 50001, and ISO 45001. The Strategic Committee and all members of staff undertake to maintain our Corporate Policy and the ARNOLD Management System.

Customers' requirements are the benchmark for the quality of our products and services.

The Corporate Policy at ARNOLD GROUP is composed of the company's Vision, Corporate Social Responsibility, the Code of Compliance, the Leadership Culture, and the Mission. The way we implement our processes is described in our Management System.

Ernsbach, February 1st, 2024



Dirk Döllner



Thorsten Lienhardt-Schuster



Steffen Müller-Hornung



Bernd Weidner



Frank Guse



Mario Metzger



Lukas Schmieg



Uwe Wolfarth

The Vision
of the ARNOLD GROUP

ARNOLD sets benchmarks in the global market concerning high-tech products, services and quality.

Companies active in the mobility and hightech industries who are looking for intelligent fastening solutions, functional components and appropriate processing systems, know us to be an expert development partner, and value our problem solving capabilities.

Digitalization

↘ To shape our future success in the ARNOLD GROUP, we focus on digitalization. We invest in future technologies for transparency and smart solutions to create the most efficient processes. We are also looking at options to expand our business using new digital technologies.

Future of Work

↘ The world is full of uncertainties and unpredictable changes in technology, politics and economics and in the mindsets of people. We will support our employees to deal with these challenges and thereby contribute to a fulfilling and meaningful life for them.

Sustainability

↘ For us, sustainability is an investment in the future. We create lasting ecological, economic and social added value to contribute our part to shaping a sustainable world for future generations.

New Mobility

↘ We focus on the future and provide hightech solutions for new mobility technologies.

Internationalization

↘ We support our target customers around the world. We don’t focus on a single continent, country, or market.



Digitalization



Future of Work



Sustainability



New Mobility



Internationalization



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Corporate Social Responsibility

For more than 100 years, sustainable management at ARNOLD has meant that the social, ecological, and economic footprints that the company and all its employees leave behind in their activities are in harmony, and thus make a contribution to the long-term future.

With excellent employees, outstanding products, and the best possible service we are ensuring social, ecological, and economic sustainability.
The ARNOLD GROUP undertakes to keep in mind the following guiding principles in its corporate actions:

The concept of sustainability stands at the forefront of our corporate actions.

- We ensure the long-term success of the company and provide secure employment.
- We hold in high regard, protect, and promote the well-being and interests of our employees.
- We hold in high regard and protect human and employee rights, ensure and promote equal opportunities, and prevent any form of discrimination and exploitation in all our corporate processes.
- We take responsibility for our services and products by examining the valueadded process and the product cycle for sustainability and create transparency in this regard.
- We promote innovative processes in products and services that increase sustainability and emphasize the potential for innovation in the economic regions of our site locations.
- We generate added value for the regions in which we are economically active.
- In our corporate development we take into account and have regard for the relevant stakeholder groups and their interests.
- We act always in the spirit of sustainability, in particular within the context of decisions relating to financial resources.
- We increase the efficiency of resources, raise productivity of raw materials, and reduce the utilization of natural resources.
- We implement renewable energies, increase energy efficiency, and reduce greenhouse gas emissions in line with targets.
- We advocate every incentive at corporate level to rethink and act and include our employees and all other stakeholder groups into a consistent process of increasing corporate sustainability.
- We prevent corruption and disclose and sanction such behavior.

Code of Compliance

This Code of Compliance applies to all employees in the ARNOLD GROUP. These principles conform with the Würth Group "Code of Compliance".

General principles

We act with integrity.
Mutual trust, predictability, honesty, and straightforwardness both inwards and outwards guide our actions. We safeguard the image of ARNOLD and avoid conflicts of interest.

We comply with applicable laws and internal rules.
Applicable laws and internal regulations must be strictly observed. Senior managers see it as their duty to provide information about the relevant legislation and ensure it is observed.

We treat each other in a responsible manner and with respect.
We work responsibly with respect for one another, and deal in a straightforward and quantifiable manner.

We honor human rights and respect human dignity.
We have regard for personal and human rights, prohibit child and forced labor, and make decisions only on the basis of clear and full deliberation.

We handle company property responsibly.
We handle ARNOLD GROUP's physical and intangible property with care and do not use it for personal purposes.

We work to ensure safety in the workplace.
We ensure that workplaces comply with the legal requirements for workplace and occupational safety and with working time regulations.

We protect the environment.
We protect the environment by dealing with non-renewable resources in an ecologically reasonable manner, and advocate the natural basis of life.

Dealing with business partners

We reject all forms of corruption and bribery.
We reject corruption and bribery in all its forms. We observe all relevant legislation and regulations. Clear internal standards of behavior have been drawn up for further guidance.

We advocate fair competition.
We advocate fair, efficient competition and do not take part in anti-competitive arrangements with other market operators.

We do not allow ourselves to be exploited for illegal ends.
We do not take part in money-laundering activities or the financing of terrorism and report any suspected cases of such.

We observe all applicable export controls and customs legislation.
In our international business dealings we observe export prohibitions, sanctions, and embargos. When we have a query or are uncertain, we approach the responsible authorities.

Avoiding conflicts of interest

Prohibition of competition
We do not compete with companies within the ARNOLD GROUP.

Equity interests in companies
Equity interests in other companies are allowed, provided no decisive influence can be exerted on such companies.

Secondary employment
Any secondary employment must not cause harm to the ARNOLD GROUP and must be revealed to the management.

Handling information

We handle company data responsibly.
We safeguard the confidentiality of data. Only responsible and authorized officers of the ARNOLD GROUP may impart such data to outside parties.

We do not exploit our knowledge of internal matters.
We may not use inside information to our own advantage or to the advantage of others.

We observe data protection regulations and maintain data security.
We handle personal and other data carefully, ensuring that personal rights are not breached.

Implementation of the Code of Compliance

How do we make decisions?
When we are uncertain about our decisions, we listen to our own conscience and talk things over with the appropriate point of contact.

Duties of our senior managers
ARNOLD GROUP managers are role models and should act accordingly. They are available to their staff to answer their queries and help them to carry out their tasks and duties.

What should I do when I notice something illegal?
All employees are required to report violations of the Code of Compliance or of applicable laws, or of any other binding regulations. All such reports are dealt with in confidence.

Likely consequences of a violation
Violations of the Code of Conduct will not be tolerated and may have serious consequences.

Our
Leadership Culture

Employees at the ARNOLD GROUP are distinctive for a high level of professionalism, comprehensive knowledge based on experience, and exceptional loyalty to the company. They are very committed and identify with "their" ARNOLD.

Leadership Principles

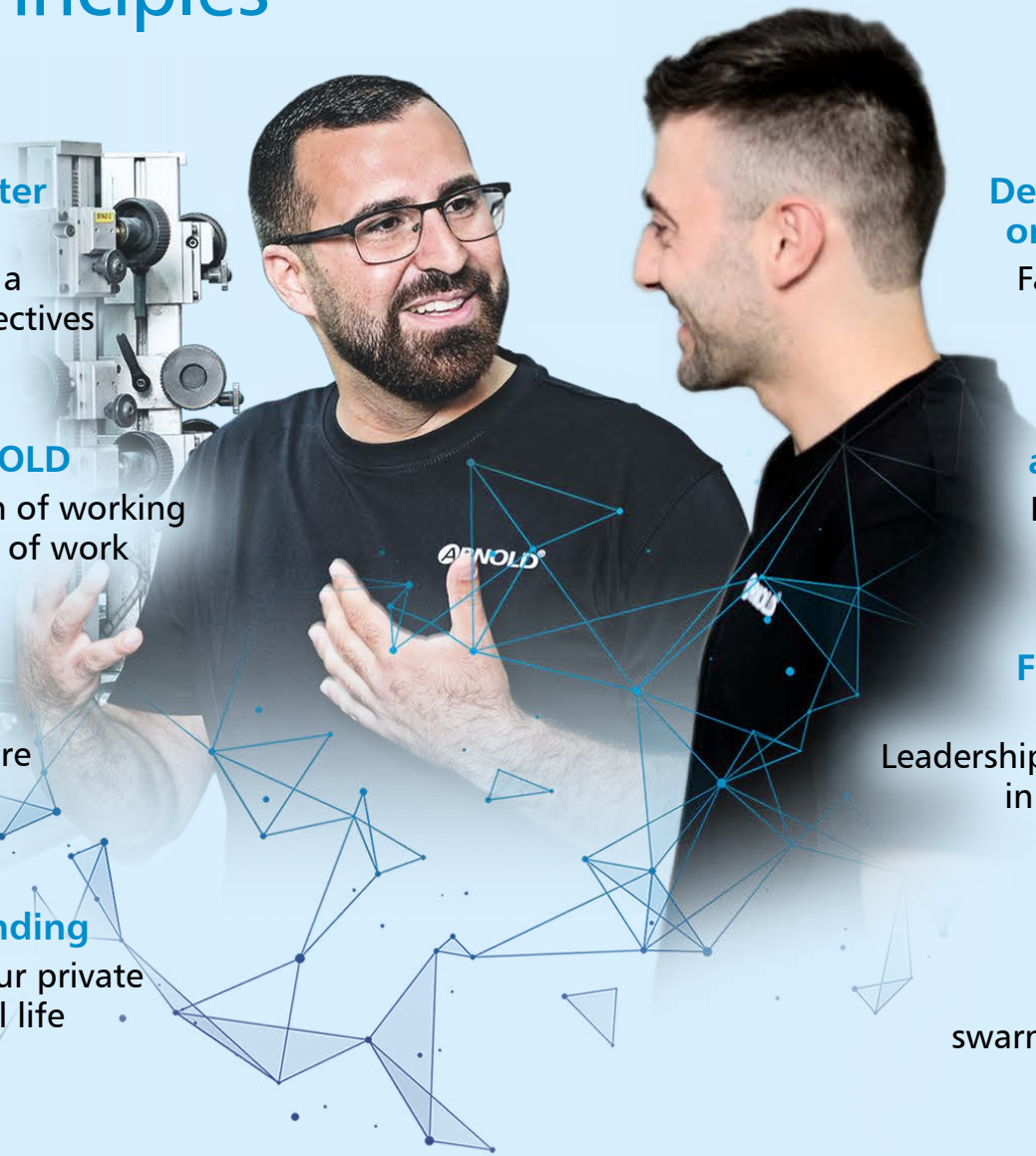
Our managers have the task of ensuring that their staff members are successful. Their key management task is therefore to ensure the continuous personal and professional development of every employee, and to provide a harmonious framework for this. In a world that is increasingly shaped by changes that have an ever faster and massive impact on everyday work, strict rules and mechanical processes lose their value.

The Leadership Culture at the ARNOLD GROUP is therefore marked by principles that promote and encourage employees to think and act in an entrepreneurial way.



The success of our companies lies in the hands of our employees.

Our
Leadership Principles



Becoming better with diversity
Benefiting from a variety of perspectives

Good for me / Good for ARNOLD
Individualization of working hours and place of work

Principles replace rules
Freedom for more ownership

Work-Life-Blending
Successful in your private and professional life

Decentralized organization
Faster, higher, further...

High adaptability
Ready for any "tomorrow"

Future-proof leadership
Leadership with people in the spotlight

Working in networks
Teams with swarm intelligence



Our Mission

100 %

Engagement

As a team, we give our all every day to continuously maximize customer and employee satisfaction and the efficiency of our work processes.

We inspire our customers!

- We are leading in providing to our customers cold formed parts, technology, know-how, and services.
- We develop intelligent solutions and from them create our own branded products.
- We strive to form sustainable design and development partnerships with our customers.
- We are active throughout the world, in the locations where customers need us

We strive for excellence in every area!

- We exert the top quality manufacturing skills that we possess because engineering requires a solid foundation.
- We consistently build on our successes and embrace the new.
- We consistently implement our zero-defect strategy including product safety and conformity, and continually improve.
- We take our responsibility very seriously to protect the environment.

Our success is based on the expertise and commitment of our staff!

- We work with mutual respect and trust.
- Through our actions we ensure a safe working environment.
- We promote our employees' personal and professional development.
- We promote and require entrepreneurial thinking and acting.

We are part of the Würth Group!

- We strive towards economic success to secure our future.
- We constantly expand our influence because standing still is like taking a step back.
- We invest in innovative technologies, markets, and in our employees.
- We are committed to the environment of our regional sites.



The ARNOLD GROUP

www.arnold-fastening.com

Wherever customers need us.

ARNOLD – this name is internationally renowned for efficient and sustainable fastening systems at the highest level.

With a foundation of many years of expertise in the production of intelligent fastening systems and very complex extruded parts, the ARNOLD GROUP has developed over a number of years into a comprehensive supplier and development partner for complex fastening systems. With our positioning of "BlueFastening Systems", this development process will continue under a united and harmonised structure. Engineering, services, fasteners and functional parts, together with feeding and processing systems, all from a single source – efficient, sustainable and international.

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BlueFastening Systems

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