



CORPORATE SOCIAL RESPONSIBILITY

Reliability and Sustainability since 1982



Udo Möhrstedt
Founder and Chairman of the Executive Board of IBC SOLAR AG

“Dear Sir or Madam,

we are committed to sustainable and environmentally-friendly energy production – and have been since 1982. It was already clear to us when the company was founded that we need a new type of energy supply, independent of fossil fuels and nuclear energy.

IBC SOLAR demonstrates its social responsibility: beside purely economic aspects, the good of society, the environment, and social interests are always taken into consideration when formulating strategy.”

A handwritten signature in black ink, appearing to read 'Udo Möhrstedt'.

Udo Möhrstedt

Founder and Chairman of the Executive Board,
IBC SOLAR AG

What we believe in, what we stand for, and why people are the measure of all things for us.

We have documented our values in the IBC mission statement.
These values also have a significant impact on our Corporate Social Responsibility.

⚡ Ethics/Morals

We respect human beings, the environment and nature – without exception.

⚡ Honesty

We take it for granted to treat everyone with sincerity and integrity.

⚡ Quality and Safety

Mankind and the environment, the product and its utilization – only together we can reach the optimum.

⚡ Responsibility

We take the responsibility for the environment, for the satisfaction of staff and customers.

⚡ Humanity

We are convinced: social and corporate commitment pay off.

⚡ Excellence

We always want to make extraordinary efforts to be an outstanding company.

⚡ Consequence

Continual action is our promise.



How we implement our values regarding the environment and the market.

Products and Business Areas

The basic function of the photovoltaic systems from IBC SOLAR already makes a significant contribution to reducing global CO₂ emissions. Furthermore, we pay close attention to the environmental impact and sustainability of our solar technology and the materials used in it. This means that our systems are designed and built so that all components achieve a high degree of durability and are as recyclable as possible.

Responsibility in the Supply Chain

Our business and purchasing strategy is driven by more than just economic criteria. A basic component is sustainability. Environmental protection, workplace safety, and social standards are therefore part of the audit for new and existing supplier relationships and form the basis of our purchasing specifications. These are regularly verified on-site. For our module manufacturers, this additionally means factory inspections and second-party audits for the qualification process.

Quality Management

Customer orientation and customer satisfaction are our main focus. The processes certified to DIN EN ISO 9001 ensure that our quality goals are defined and monitored for every relevant function and level. In so doing, we obligate ourselves to constant system improvements, which thanks to their flexibility can be re-directed and optimized at any time.

Environmental Management

From the beginning, our company principles have included promoting environmental awareness among our employees and our commitment to the economical handling of raw materials, energy, and water. The environmental management officer named in the course of our environmental management certification to DIN EN ISO 14001 ensures through regular internal audits that all requirements continue to be met.

Saving Resources

We live our business idea: IBC SOLAR produces solar energy with an own photovoltaic system mounted on the company building; a portion of this is directly consumed. Furthermore, it generates solar energy that is fed into the public grid. The heating and cooling of the office spaces is handled by a heat pump. This system for heat recovery is linked to the temperature control of the server room.

Our values mean obligations towards our employees.

Excellent Employer

The success of IBC SOLAR is the success of our employees. We believe in responsible and respectful interaction with employees, offering them exciting prospects, and promoting individual development. We have won awards for this commitment, including the following:

- 2012 SIEGER 2012 – gerechte Chancen in der Arbeitswelt
SIEGER 2012 – fair opportunities in the world of work
- 2011 Deutschlands Beste Arbeitgeber,
Gütesiegel Great Place to Work®
*Germany's Best Employer,
Great Place to Work® seal of approval*
- 2010 Bayerns Best 50 (zum dritten Mal)
Bavaria's Best 50 (for the third time)
- 2010 Spirit of Energy (OTTI)
- 2009 Entrepreneur des Jahres – Kategorie Handel
Entrepreneur of the Year – Trade Category

Workplace Safety and Health Protection

IBC SOLAR guarantees workplace safety and health protection, taking the legal regulations as the very minimum. Our safety officer constantly monitors compliance with the applicable standards. This is verified by a neutral party in accordance with our OHSAS 18001 certification.

Training and Continuing Education

Along with training young people in technical and sales positions, there is also an internal continuing education program at the core of our personnel management. We also contribute to the costs for job-related studies or for a recognized technical certificate.

Work-Life-Balance

To bring harmony to work and family, IBC SOLAR can structure working hours for its employees flexibly. After the birth of a child, IBC SOLAR eases the re-entry into working life with childcare funds. For employees with open-ended employment contracts, IBC SOLAR offers a company pension plan upon completion of the probationary period.

Diversity Management

IBC SOLAR ensures that, in accordance with all general workplace equality laws, no one is discriminated against based on ethnic origin, gender, religion or worldview, disability, age or sexual identity at the time of hiring, termination, promotion, wage-setting or when instructing employees on their conduct with others.

Equal opportunity in the workplace is a matter of course at IBC SOLAR. For example, the number of women who work at the company is higher than average. Employees who want to take their legally entitled parental leave are supported in this endeavor.

Cultural diversity is an everyday reality – employees from many nations are employed at IBC SOLAR. Whether in house-hunting or in dealing with government authorities, our Corporate Human Resources department is there to support our employees. To simplify interaction between employees of different nationalities, we offer both general and country-specific intercultural training sessions.





Our values stand for social responsibility.

Local Commitment

As an important regional employer, IBC SOLAR is conscious of its responsibility and therefore supports social, cultural, and environmentally relevant activities in the region, including financial donations and donations in kind for various regional educational facilities and preschools.

Supra-Regional Commitment

On a supra-regional level, we cooperate with universities and provide assistance with lectures, research projects, master's theses, and dissertations. Furthermore, we promote social projects in Germany and in many developing countries. IBC SOLAR has financed solar lamps for schoolchildren in Senegal, erected a photovoltaic system for a school in Rwanda, and in 2011 completed a drinking water project in Morocco.

Communication with Internal and External Stakeholders

Open communication with stakeholders is a requirement for us in order to coordinate expectations and positions and to make decisions transparent. This occurs through face-to-face meetings, in the Internet on our IBC SOLAR blog, or through a variety of publications.

Employees are regularly informed about current events and future developments in the company, as well as industry trends.

In periodic meetings with customers and suppliers, joint successes are reviewed and new goals defined.

The public and politicians are given an overview of IBC SOLAR's activities through periodical press releases and personal meetings. Current press releases are available for downloading in the specially marked section of our web page.





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