



THE FUTURE AHEAD

The Management Manual
of Wieland Electric GmbH.

SCOPE OF APPLICATION AND ORGANIZATION

Integrated, global management system.

Development, production and distribution of electromechanical and electrical components, modules and systems, as well as services for electrical installation and automation in buildings and industrial environments, are the **core competencies of this system and its organization.**

Our processes focus on ensuring the functional safety of our products. We support and advise our customers on machine safety throughout the entire life cycle of a machine or production system.

The corresponding logistics processes (shipping, transport and warehousing) are handled operationally through collaboration with external service providers.

The Management Manual forms part of the overall **management system** documentation.

The integrated management system of Wieland Electric GmbH has achieved a **matrix certification** in compliance with the requirements of DIN EN ISO 9001:2015. Further requirements of standards such as DIN EN ISO 14 001, DIN EN ISO 17025, EMAS, ATEX, IECEx, AEO or automotive regulations are integrated accordingly, evidence being furnished by the certificates concerned.

The Management Manual is published in German and in English.



1910

established in
Bamberg



1600+

employees
worldwide



5

production
sites



70+

countries
worldwide

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WIELAND HOLDING GMBH

Wieland Division

Wieland Electric GmbH Deutschland

PLANT I

Brennerstraße, Bamberg

- › Management
- › Development
- › Assembly
- › Sales and Marketing
- › Electronics manufacturing

PLANT II

Rodezstraße, Bamberg

- › Plastics manufacturing
- › Metalworking
- › Technical Training Center
- › Electro-plating

PLANT III

Neuerbstraße, Bamberg

- › Cable assembly

Wieland Electric International

Wieland Electric Inc.
Oakville, Ontario,
Canada/USA

Wieland Electric Ltd.
Elstead/Godalming,
Great Britain

Wieland Electric SARL
Cergy Pontoise Cedex,
France

Wieland Electric S.r.l.
Settimo Milanese, **Italy**

Wieland Electric S.L.
Barcelona, **Spain**

Wieland Electric AB
Limhamn, **Sweden**

Wieland Electric SP. z o.o.
Swadzim, **Poland**

Wieland Electric s.r.o.
Sokolov, **Czech Republic**

Wieland Electric Trading
Soho City, Shanghai, **China**

ATEM NV
Willebroek, **Belgium**

Wieland Electric A/S
Køge, **Denmark**

Wieland Electric AG
Winterthur, **Switzerland**

Wieland Production d.o.o.
Čačak, **Serbia**



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Wieland Electric GmbH
PLANT I Brennerstraße 10-14, D-96052 Bamberg



Wieland Electric GmbH
PLANT II Rodezstraße 10, D-96052 Bamberg
PLANT III Neuerbstraße 10, D-96052 Bamberg



Wieland Electric s.r.o.
MANUFACTURING
Nádražní 1557, 356 01 Sokolov, Tschechien

STOCKO Division

STOCKO CONTACT GmbH & Co. KG



WUPPERTAL HEADQUARTERS

Germany

- › Sales
- › Marketing

STOCKO CONTACT GmbH & Co. KG
Simonshöfchen 31
D-42327 Wuppertal
Tel.: +49 (0) 202 / 97 33-2

SHANGHAI PLANT

China

- › Sales › Production

STOCKO Contact (Shanghai) Co. Ltd.
Building D, No. 1388 SiCheng Road,
Malu Town, Jiading District,
Shanghai, P.R. China
Tel.: +86 21 63555772-126



HELLENTHAL PLANT

Germany

- › Management
- › Development
- › Metalworking
- › Plastics manufacturing
- › Assembly
- › Processing technology

STOCKO CONTACT GmbH & Co. KG
Oleftalstraße 26
D-53940 Hellenthal
Tel.: +49 24 82 / 84-0

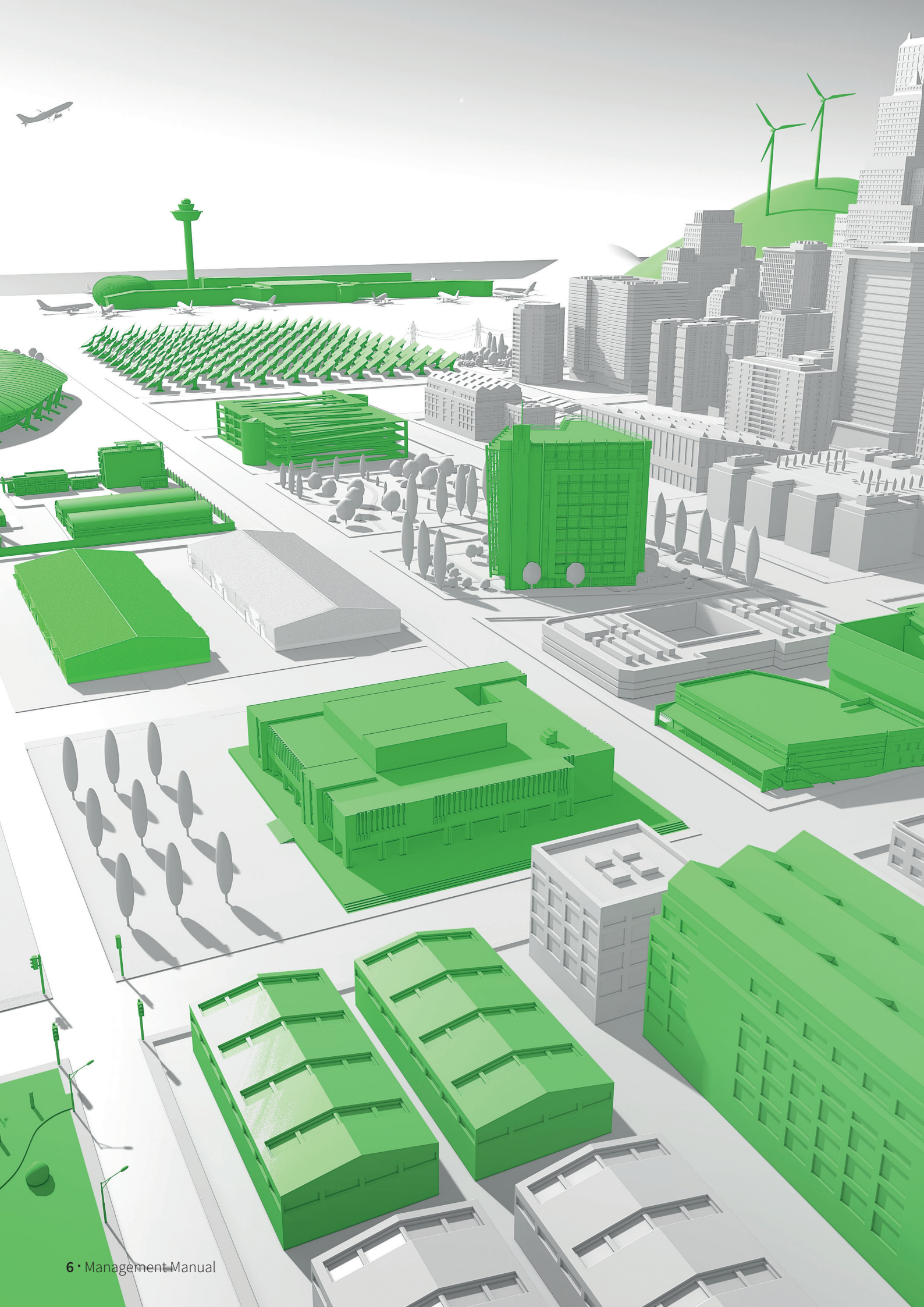


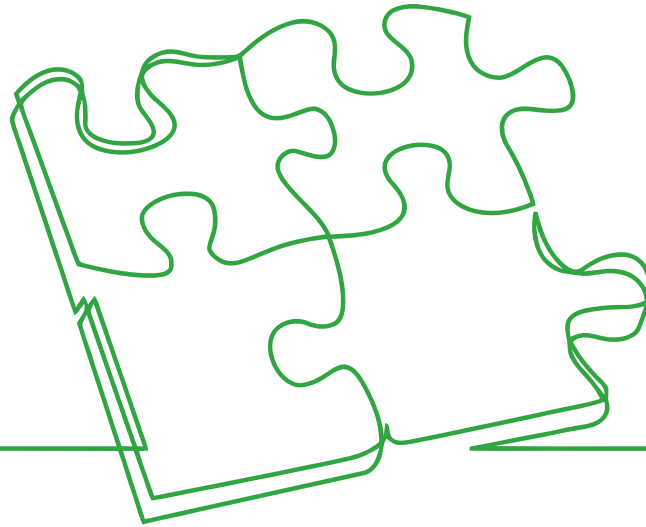
ANDLAU PLANT

France

- › Development
- › Metalworking
- › Finishing

STOCKO CONTACT Eurl
7, Route d'Eichhoffen
CS 40017 Andlau
67145 - BARR Cedex
Tel.: +33 3 / 88 58 58 58





ORGANIZATION

Wieland Holding GmbH is the parent company of various divisions, each of which is represented by its own legal entity. The structural organization is represented in organizational charts.

The supervisory body of Wieland Holding is an advisory committee comprising both shareholders of the company and external experts. An external manager plays the role of chairperson.

The following responsibilities are defined within Wieland Holding:

The registered CEO of Wieland Holding represents Wieland Holding GmbH.

- › Organizationally, the registered CEO of Wieland Electric GmbH is the Head of the Wieland Division.
- › Organizationally, the registered CEO of STOCKO CONTACT GmbH & Co. KG is the Head of the STOCKO DIVISION.

The management of Wieland Holding, as well as the management of Wieland Electric GmbH and of STOCKO CONTACT GmbH & Co. KG, brief the advisory committee in regular advisory committee meetings. During the advisory committee meetings, key performance figures are presented, applications for business matters requiring approval are made and the corresponding resolutions are passed. The responsibility for implementing the resolutions lies with the management teams concerned.

The organizational structure and responsibilities are represented in organizational charts, process maps, manuals, guidelines, process descriptions and further documents.



WIELAND ELECTRIC GMBH

We, as a company, have developed continuously since the famous Wieland clamp first appeared in 1925. We became more than a pure component manufacturer a long time ago. Wieland now ranks among the leading providers in the Building Solutions and Industry Solutions sectors. Our main aim is to offer complete concepts based on our products and to support you every step of the way, from the start of the planning phase through to project completion.

DISCOVER A NEW PERSPECTIVE!

In the Building Solutions sector, we focus primarily on signal distribution in buildings and smart lighting installations using our pioneering connectors. We offer pluggable solutions that achieve maximum flexibility and save time. Conventional, usually over-complex, installations are firmly consigned to the past.

The future is pluggable, and Wieland is a strong partner. Our solutions are used in office buildings, functional buildings such as hospitals, shop fittings and prefabricated houses, to name but a few.

Above all, the Industry Solutions sector symbolizes intelligent safety technology, industrial and machine communication via IIoT, decentralized energy supplies, as

well as pluggable capability in industrial environments. When it comes to application scopes, our core competences are industrial mechanical engineering and plant construction, and also electrical solutions for wind power stations. All of our solutions are designed to ensure maximum safety, flexibility and significant time savings.

INDUSTRIES AND BUSINESS SEGMENTS

INDUSTRY SOLUTIONS.



MACHINE BUILDING
AND PLANT MANU-
FACTURING



COMBUSTION
TECHNOLOGY



HEATING, VENTILATION
AND AIR CONDITIONING
SYSTEMS



CONVEYING
TECHNOLOGY



WIND

BUILDING SOLUTIONS.



FUNCTIONAL
BUILDINGS



RETAIL



LIGHTING



PREFABRICATED
BUILDINGS



ELECTRICAL
DEVICES

OUR PORTFOLIO OF SOLUTIONS

Wieland Electric ranks among the world leaders in the electrical connection technology market. Wieland establishes networks at the interfaces of electrical devices and equipment – across all sectors and branches of industry. Expertise, innovativeness and our employees' dedication have made us what we are today.



Room automation



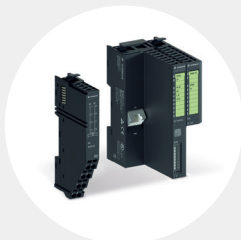
Connector systems
in low protection classes



Power bus
in high protection classes



Industrial connectors



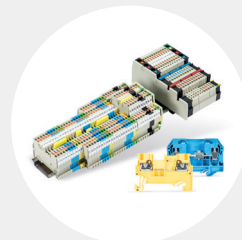
Electronics & Interface



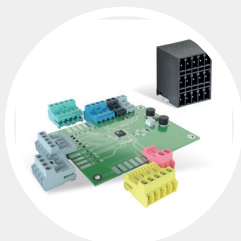
Connector systems
in high protection classes



Safety technology



DIN rail terminal
blocks



Printed circuit board
components



Industrial
communication



Power supplies

Detailed product information is provided on our website at www.wieland-electric.com, and also in our catalogs and brochures. You can also visit our e-catalog and use our online product databases. This is the future.

EXCELLENT SERVICE



CUSTOMER SERVICE

We at Wieland offer a swift, straightforward service to ensure efficient procedures before and after the purchase.

WIELAND ESHOP

DISCOVER PRODUCTS, COMPARE & ORDER SIMPLY ONLINE

- › Detailed information about our products
- › Compare products
- › Request a quotation
- › Prior registration not required

CUSTOMER SERVICE PORTAL

TRANSPARENCY IS KEY

- › Order overview & order tracking
- › Price and availability information
- › Request a quotation
- › Prior registration not required

CUSTOMER-SPECIFIC SOLUTIONS

- › Simple custom designs (markings, colors, coding, etc.)
- › Modifications to existing products
- › Extension of approvals
- › Complete new developments in with our customers' requirements



CORPORATE PHILOSOPHY

MISSION STATEMENT

VISION

We create worldwide future-proof power and signal distribution with intelligent connection technology and innovative electronics – easy, quick and safe.

MISSION

We, employees of Wieland, impress our customers through innovative strength, quality and agility. Our tailored solutions and excellent service give our customers the breathing space they need to focus on their core business. A global presence brings us close to our customers. Our corporate responsibility ensures safety, continuity and perspective for our customers, business partners, for ourselves and for our shareholders.

PRINCIPLES

A goal in sight at all times.

The Wieland principle is the basis of everything we do. It is our aspiration and benchmark for dealing with employees, customers and business partners alike.



IDENTITY

We are a financially independent family business with a clear commitment to our headquarters in Bamberg. Ever since the company was established in 1910, we have pioneered the way for safe electrical connections.

VALUES

We enjoy responsibility, take an entrepreneurial approach and act with our customers' best interests in mind. At the core of our communication with one another are team spirit, dependability, mutual trust and appreciation.

CULTURE

We interact in an honest and fair way within the company as well as in collaboration with our business partners. We value cultural diversity. We create prospects and development opportunities for our employees. Through a culture of open feedback, we help everyone achieve the agreed goals.

RESPONSIBILITY

We take responsibility for sustainable growth and lasting, commensurate profitability. This safeguards the autonomy and future of our company. Interacting responsibly with other people and the environment is central to our approach. We consider compliance with legal requirements and directives a matter of course.

We take social responsibility, support community and humanitarian causes and promote culture, education and sport.



LEADERSHIP PRINCIPLES

LEADERSHIP AND ENGAGEMENT

The responsibility for leadership and engagement, concerning the management system matters as well, lies with our senior management. This team fulfills the following obligations, including being accountable for the efficiency of the management system, encouraging a process-oriented, riskbased approach and pursuing a continuous improvement strategy.

Leadership and engagement are implemented in the vision, the mission, the values and the leadership principles. Vision, mission, values and corporate strategy are developed centrally and coordinated with the key stakeholders. Including, most importantly, the advisory board and the shareholders, but also the works council, management teams and employees.

LEADERSHIP AND OPERATIVE OBJECTIVES

The senior management, including the management teams, remain responsible for ensuring that our vision, mission and values (quality and environmental policy) are broken down into strategic and operative elements (medium-term planning with targets and budgets). Operative objectives for the departments, which are tracked by the senior management and management teams, are derived on this basis. The resources required to achieve the objects are made available. The significance of an effective management system and the importance of fulfilling requirements are also communicated.

ALWAYS BETTER TOGETHER.

The managers share a leadership style based on the model, a style championed and epitomized by all managers. All managers look out for their employees and base their leadership response on the situation concerned. The managers make the principles of situational leadership the focal point of their actions.



QUALITY AND ENVIRONMENTAL MANAGEMENT

4

Overview Key Figures Wieland Electric Bamberg

● Target reached
● Target not achieved, but improvement on previous year
● Target not achieved and deterioration compared with previous year

* Only visible to a restricted group of people

Process	Description	Process Owner	Key figure/ Indicator	2021	2022
L.4.2	Order processing	Lorkovic A./ Bayer H.	shall is degree of fulfillment shall is		Erfüllungsgrad shall is
U.1	Quality and Environment	B. Rensing			
U.1	Internal audits carried out (to plan)	B. Rensing	Percent		
U.1	Audit execution on schedule	B. Rensing	Percent		
U.1	Supplier audits carried out (to plan)	B. Rensing	Quantity		
U.1	Average processing time for customer inquiries	B. Rensing	time		

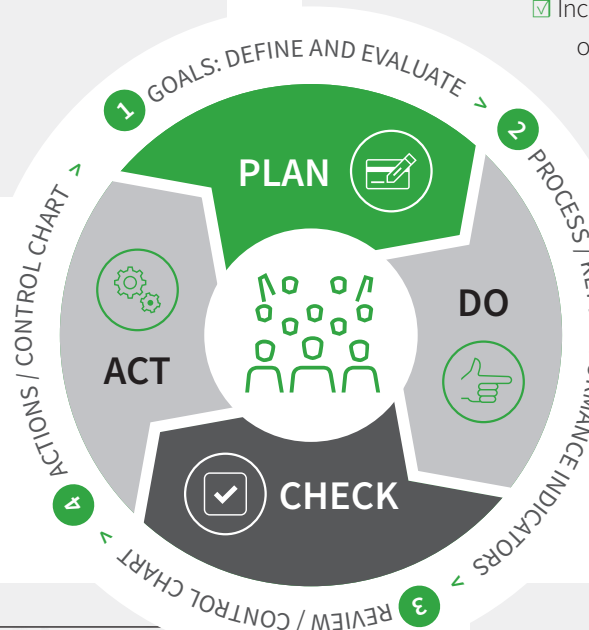
1

Process goal

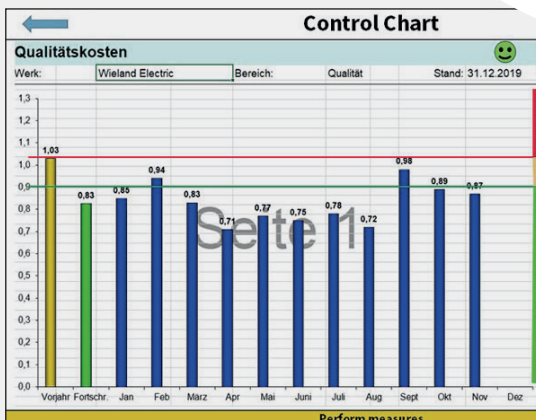
- Improve structures and processes to achieve measurable standards.
- Targeted quality management for making processes more efficient and measurable.
- Enhance customer satisfaction
- Avoid and rectify non-compliant work
- Continuously improve quality and environmental performance
- Increase the legal certainty of the organization
- Ensure the corporate duty of care is met

CONTINUOUS

IMPROVEMENT



3



2

Indicators/key performance figures

- Conducted internal audits, supplier and environmental audits
- Complaint evaluation
- Processing time for customer complaints
- Processing time for laboratory tests
- Response to quality and environment-related customer inquiries

REQUIREMENTS ANALYSIS

As part of the corporate strategy, as well as in the operative business, a key task of the organization is to understand the needs and expectations of the stakeholders and consider them in the development of the organization.

Context of the organization/ stakeholders		NEEDS/EXPECTATIONS (requirements)															
		Product and process quality	Legal certainty/compliance	Certified management system	Supplier assessment	Sustainability/social responsibility	Positive image	Competitive edge	No environmental risks (liability)	Controlled environmental impacts	Resource conservation (cost reduction)	Compliance with regulatory limits	Compliance with approvals and ancillary provisions	Zero complaints from the neighborhood (noise, bad odors, wastewater, traffic,...)	Land use and development	Controlled environmental, fire and water protection risks	Safe working environment (occupational health and safety)
Stakeholders	Market/customer	x	x	x	x	x	x										
	Owner/shareholder	x	x			x	x	x	x	x	x	x	x		x	x	
	Community	Neighborhood												x	x	x	
		City/municipality										x	x	x	x	x	
	Statutory requirements	Authorities/government							x	x		x	x		x	x	x
		Associations (VDA, VDI, ECG, AML, CSA, UL,...)	x		x								x				
		Insurer	x	x	x				x	x		x	x		x	x	
	Employees	Senior management	x	x	x	x	x	x	x	x	x	x	x	x	x	x	x
		Employees	x	x				x	x								x
		Authorized persons x															x
Works Council																x	
External partners	Partners (strategic)/external service providers																
	Suppliers (products/external employees/consultant)																
	Disposal company																
Binding commitments	Legal requirements		x						x			x	x		x	x	x
	Customs laws		x										x				
	Standards and directives	x	x	x	x	x		x	x		x	x			x	x	
	Schedule of legal provisions		x						x	x		x	x			x	
	Risk management	x	x	x	x				x							x	
	Contracts	x	x	x	x	x		x									
	Approvals		x						x			x	x		x		
	Measurements (noise, hazardous materials, etc.)		x	x		x			x	x		x	x	x			
	Publications																

STRUCTURE OF OUR MANAGEMENT SYSTEM

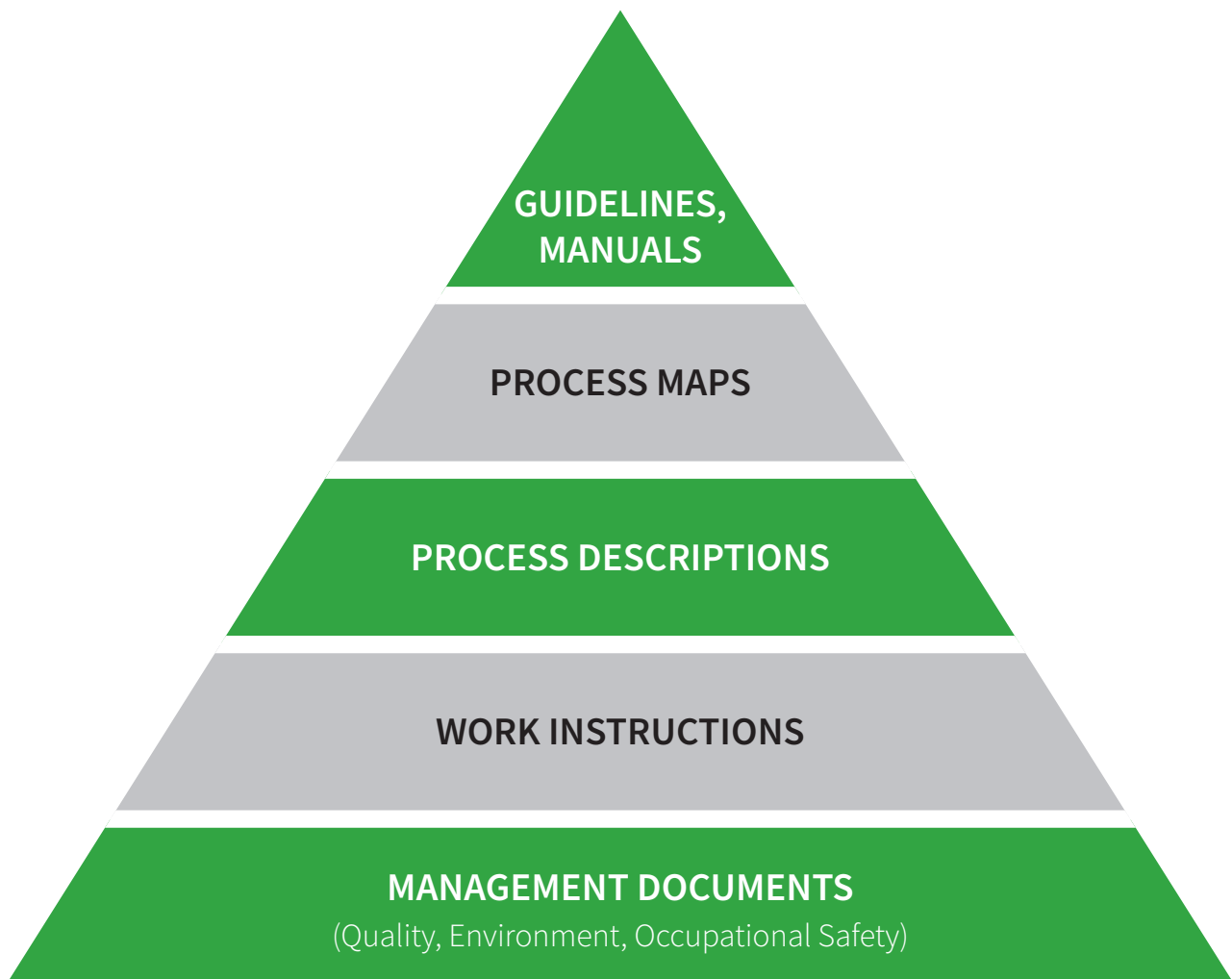
MANAGEMENT MANUAL

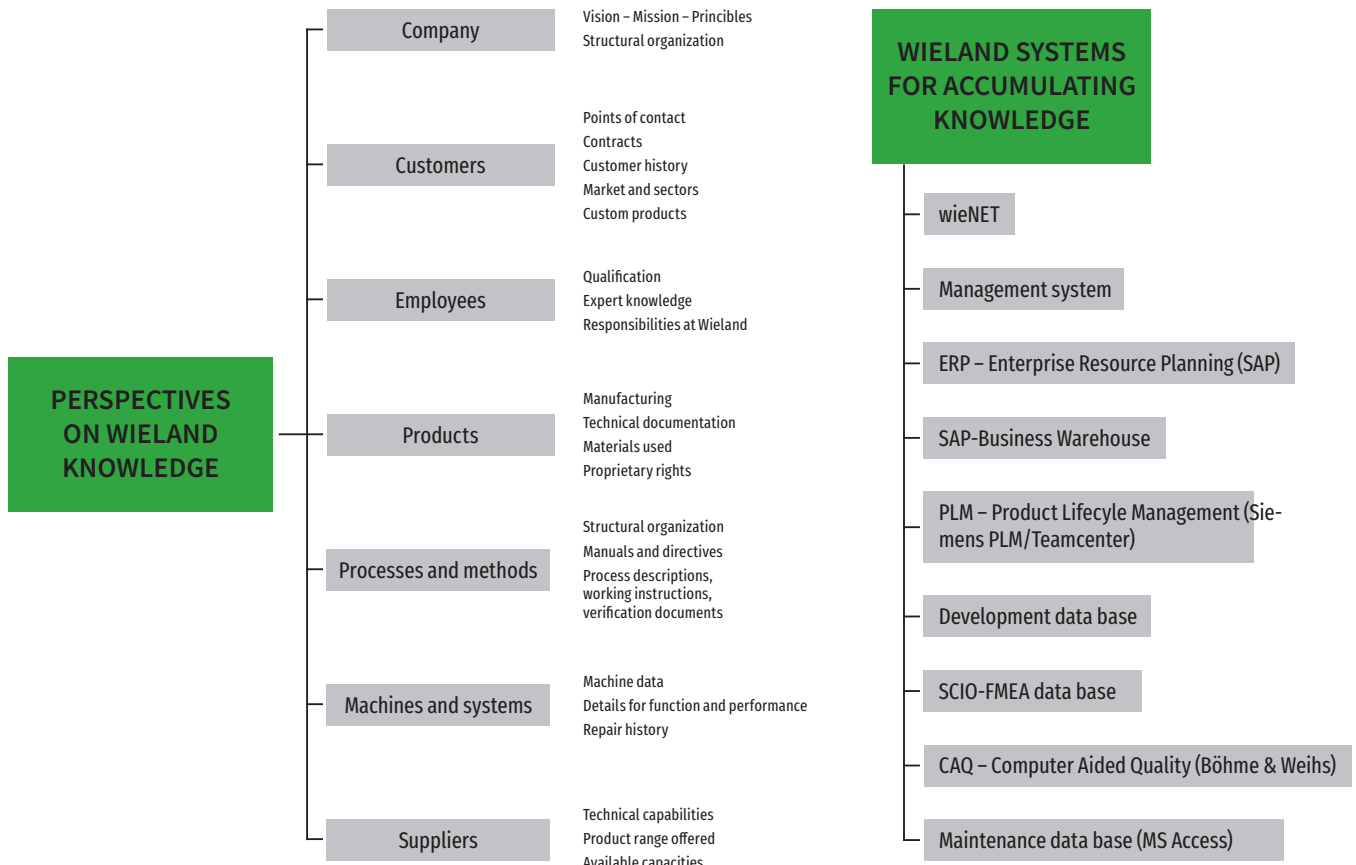
The Management Manual provides an overview of the structure of Wieland Electric GmbH, as well as its management system.

PROCESS ORIENTATION

We support the manufacture of technically superior products and the continuously improving environmental performance through a process-oriented management system. The management system, including the process network as

a whole, is described in the Management Manual and in the process landscape. The sequences of the processes and the interactions between them are also shown. The degree of this interaction can be seen by the depth of the documentation.






RISK AND KNOWLEDGE MANAGEMENT

The company's risk management strategy is part and parcel of the integrated management system. This approach makes the interaction between the risks and between the company processes transparent and controllable.

The integrated management system is a key element of the documented corporate knowledge. Other aspects and perceptions concerning the organization's procedural knowledge and knowledge of individuals are also documented.

Wieland Risk-Management-System 

- Risikoidentifikation
- Risikoanalyse
- Risikobewertung
- Risikobewältigung
- Riskidentification
- Riskanalysis
- Riskcalculation
- Risksolution

Gesellschaft:

Bereich / Abteilung:

Geschäftsführer / Bereichsleiter:

General Manager / Division Manager:

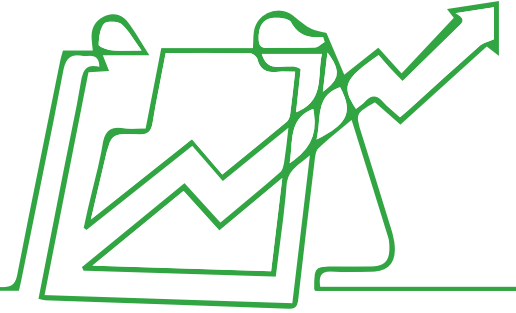
Währung:

Local Currency:

Sprache / Language
 Bitte wählen Sie die Sprache durch Drücken der gelben oder braunen Schaltfläche
 Please choose your language by pressing the yellow or brown button

Deutsch:

English:



MANAGEMENT SYSTEM AND PROCESS MODEL

The processes are broken down according to the process model into three types - leadership, performance and support processes.

A process is a sequence of events that generates an output from a series of inputs. The aim is to create added value and to control the process performance through suitable key performance indicators.



PROCESS LANDSCAPE

The process landscape is depicted by process maps, the detailed implementation and allocation of responsibilities being set out in process descriptions, work instructions and management documents. Management documents are designed to give direction.

The process landscape is based on the process map of Wieland Electric GmbH which, as a central performance process, serves to define and track the vision, mission, strategy and operative leadership approach. This is supported by functions in the locations.





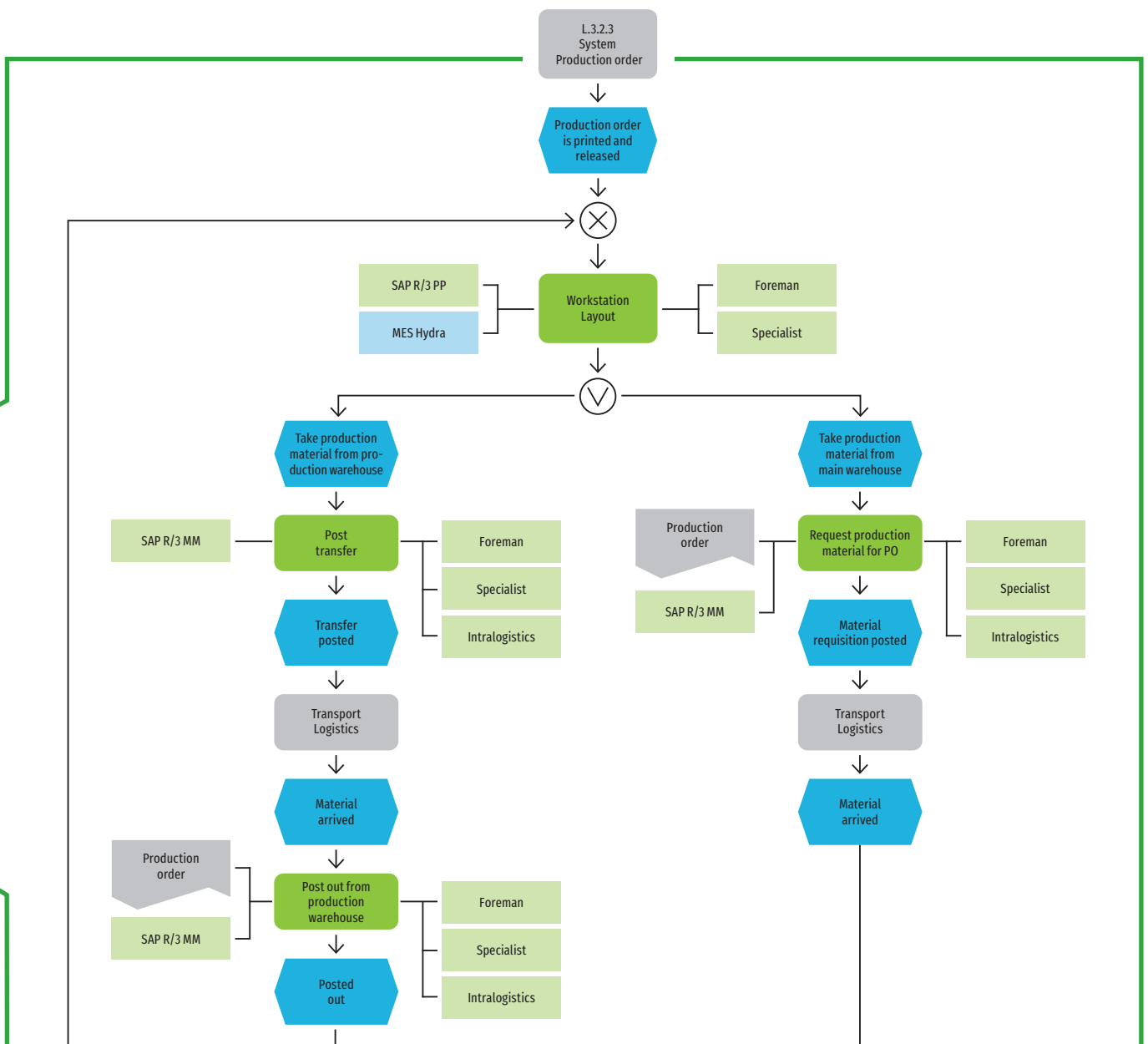
LOCATION-SPECIFIC PROCESS MAPS

The central process map gives each location their own process map for meeting the location-specific requirements.



PROCESS DESCRIPTIONS

The detailed description of processes and the allocation of responsibilities are set out in the process descriptions and further management documents.





wieland

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