billerbeck

SLEEPING CULTURE SINCE 1921

CORPORATE PHILOSOPHY

| A PERFECT DAY BEGINS AT NIGHT |

CORPORATE PHILOSOPHY

billerbeck sleeping culture since 1921

Our corporate mission statement describes the values and principles that guide our actions. It is intended to provide a foundation for trust-based cooperation between customers, shareholders, management, employees, suppliers and partners.

Who are we

billerbeck is an independent manufacturing and trading company with a long tradition in bedding products and mattresses.

Since 1921, we have been dedicated to good sleep and the development of high-quality sleep products. With our billerbeck and Dauny brands, we combine many years of experience, a commitment to quality and the continuous development of our products.

What we do

We manufacture high-quality bedding products at our production facilities in Germany, Switzerland and Hungary.

A large proportion of our duvets, pillows and other bedding products are manufactured at our group's production sites with a high degree of skilled craftsmanship.
Defined quality requirements apply to the selection of our raw materials and the manufacture of our products. Material selection, workmanship and product quality are regularly assessed as part of our quality controls.

Where recognised certifications or standards apply to our products, we clearly identify them.

Our company's own Foundation for Sleep & Health focuses on issues relating to sleep and health. Findings from this work also contribute to the development of our products.

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The value of sleep is at the heart of everything we do. Restful sleep makes a significant contribution to personal well-being and quality of life.

Our Objectives

- The most important target is to improve every day **sleeping comfort** for our customers.
- **Customers satisfaction** is at the heart of all areas of our company.
- We aim to act responsibly towards people and make responsible use of materials and resources, while continuously developing our processes.
- Our innovations are intended to enhance customer benefits as well as the quality and performance of our products.
- When selecting our raw materials, we pay attention to defined quality requirements, material properties, origin and, where relevant, recognised certifications.
- For us, social responsibility means treating employees, customers, suppliers and business partners with respect and fairness.

Our Values

Our actions are characterised by respect, appreciation, reliability and responsibility.

A positive working atmosphere, mutual trust and respectful interaction form important foundations of our business activities.

We regard change as an opportunity. We therefore continuously review and improve our processes, products and working practices.

Our Brands

The billerbeck and Dauny brands stand for high-quality bedding products, many years of experience and continuous product development.

Preserving their distinct identities and further developing their strengths is an important part of our corporate identity.

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Dauny®
SWITZERLAND

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High quality as our benchmark

We use carefully selected materials to manufacture our products.
Defined quality requirements, regular quality controls and the continuous review of our working and production processes are intended to ensure consistently high product quality.

Responsible use of resources

As a manufacturing company, we use materials, energy and other resources. We therefore work to use these as efficiently as possible and to continuously develop our production and working processes.

In doing so, we focus on specific areas such as material use, energy consumption, packaging, manufacturing processes and the selection of raw materials.

Where products or materials meet recognised standards or are certified, we clearly indicate this. Depending on the product, our range includes certifications and environmental labels such as GOTS and the BLUE ANGEL.

Our aim is to communicate progress and measures in a transparent and comprehensible manner and, wherever possible, to support environmental claims with verifiable information, key figures or recognised certifications.

Ethical principles

Respect, consideration and appreciation for others shape our behaviour.

We treat our employees, customers and business partners with respect and appreciation, regardless of their personal beliefs or origin.

Employees - an essential part of our success

We achieve our objectives together. Every employee contributes to the success of our company through their work.

A positive working environment, mutual appreciation and fair cooperation are of great importance to us.

We encourage personal responsibility and individual initiative, as well as the personal and professional development of our employees.

Work-life balance

We aim to create working conditions that take different personal circumstances and stages of life into account.

Suitable arrangements and organisational frameworks are intended to support our employees in balancing their professional and family commitments.

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In the interest of our customers

We want our customers to enjoy our products for many years and offer them advice and services relating to our bedding products.

Direct communication with our customers helps us to better understand their requirements and continuously develop our products and services.

Transparent product information is also intended to help customers compare products based on their characteristics, materials and, where available, certifications, enabling them to make informed purchasing decisions.

Partnership-based cooperation

Our cooperation is characterised by mutual support, a partnership-based approach and collaboration across departments.

Joint projects and regular communication help us to bring together knowledge and further develop solutions.

Our communication culture

We are committed to open and direct communication with customers and suppliers, as well as within our company.

A transparent exchange of information supports cooperation and builds trust.

Trust-based cooperation with our suppliers

We strive to establish long-term and reliable relationships with our business partners, characterised by fairness, trust and mutual respect.

Close cooperation with our suppliers helps us to maintain consistently high product quality and further develop new products.

When sourcing materials, we pay attention to clearly declared materials and defined requirements relating to quality and origin. Where relevant standards, certifications or supporting evidence are available for materials or products, we take these into account in our selection process.

Prospects

For us, responsible business conduct is an ongoing process.

We take economic, environmental and social requirements into account and regularly review where we can further improve our processes, products and use of resources. New legal requirements, technological developments, findings from research and practical experience, as well as new opportunities in materials and manufacturing processes, are incorporated into our decision-making.

Our aim is not merely to communicate progress, but to make specific measures comprehensible and provide transparent information about them.

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