
December 2021

MEVA corporate policy

People, quality, environment

The success of any company is influenced by its range of competitive products and services. Yet, our long years of experience as a globally operating provider and pioneer of safe, efficient, sustainable concrete-forming solutions have convinced us that other factors also play a key role in ensuring sustained, long-term growth coupled with a capacity for development. These include the promotion of quality, social cohesion, health, satisfaction and efforts towards greater environmental and climate protection. Based on this firm conviction, we have enshrined these values in our company's processes and objectives. The owner family, for its part, largely uses the generated financial returns to reinforce these factors and develop the company's success-driving resources.

We are mindful of the great responsibility we owe to all our stakeholders, whether authorities, owners, customers, suppliers, employees, inspection agencies, test bodies or associations. Entrepreneurship, as we basically understand it, means satisfying customers and staff, meeting legal requirements, and being accepted and appreciated by society. Business consistency, strategic continuity and financial stability are qualities that we demonstrate to our stakeholders at all times and consolidate our reputation as a reliable partner.

Customers

We work closely with our customers to provide advice and support, we cultivate a practice of in-depth information- and experience-sharing, we enquire about needs and wishes, and we gear our offerings to these. Open, honest, two-way communication builds trust and prevents misunderstandings. We guarantee customer satisfaction by supplying products compliant with standards, customer requirements and technical delivery conditions.

We are committed to setting lasting standards on the world market with innovative, high-grade products and comprehensive services, simplifying and speeding up construction processes, and above all maximising safety on building sites worldwide. Always with an ear to the market, we are quick to pinpoint needs and deliver the ideal range of offerings to meet our customers' demands.

Employees

The personal initiative of our employees in their thinking and actions, backed up by their profound expertise, allows opportunities and risks to be recognised at an early stage. This enables us to guard customers, our organisation and the environment against potential dangers. Our success is built on the outstanding performance of satisfied, motivated staff members and the "challenge and support" human resources principle. We make every effort to safeguard the health of our workforce. Our measures are designed to reflect the very latest technical and medical findings from the field of labour science. To protect our workers, we have put in place our own occupational safety system, which is continuously upgraded in line with the state of the art. We communicate openly and do everything to uphold courteous, professional conduct, ensure the observance of ethical principles and cultivate dialogue and constructive interaction. Employees are not only allowed, but encouraged to think creatively and contribute proactively while keeping abreast of and helping to shape the changes and developments in our industry. We regard training programs and all other measures to promote the continuing professional and personal development of our staff as a valuable investment in the future.

Sustainability and environmental protection

Climate change is one of the greatest challenges of our age. We are well aware that the process of manufacturing our products involves the consumption of valuable resources and considerable amounts of energy. It is for this reason that we pursue our own, independently formulated environmental targets and take the necessary measures to achieve climate neutrality by 2035. The sparing use of natural resources and creation of eco-efficient products and processes are of paramount importance. We focus our attention on devising sustainable technical solutions that require a minimum of energy, chemicals and other resources while targeting maximum consistency with the aims of the "circular economy". Wherever feasible, products are manufactured from recycled or recyclable materials. The eco-efficient regeneration of used formwork systems and the long-term supply of spare parts serve to maximise the service lives of our products. Our drive towards improving our environmental profile and making progress on the path to climate neutrality are backed up by intelligent logistics, sales and rental concepts plus investments in the production and use of renewable energy.

Processes and objectives

We are highly proficient in implementing our processes, which are continually optimised. Our management team is committed to keeping pace with and promoting the state of the art. We also undertake to strike a proper balance between social and economic demands, meet legal obligations and steadily improve our environmental and energy performance.

Here, the necessary transparency is guaranteed through the use of a key performance indicator system that helps to build a secure future for our company. The agreed performance figures are published and made available to the entire workforce. Regular comparisons serve as a valuable tool in ensuring that all employees achieve their personal objectives. The management team provides the resources for routine communication on a daily basis. In their everyday dealings with their personnel, departmental heads are responsible for determining the measures needed to meet the stated goals. The results are regularly evaluated by the management team, with targets adjusted or new objectives formulated where necessary. The definition of long-term aims ensures continuity and enables us to follow up on previously achieved successes. The specified targets are met by requiring all employees to commit to continuous improvement and, provided the economic situation remains stable, are raised each year. This approach will guarantee a secure livelihood and working environment for both present and future generations of employees.

Values

Reliability, honesty and a cordial attitude vis-à-vis all stakeholders quite naturally form the basis for responsible business operations. Our employees are valued for their entrepreneurial commitment and strong identification with MEVA – qualities they have shown over decades. A team spirit and a passion for seeking constant improvement pave the way for fresh ideas and innovations that push back the boundaries of the technically feasible. This, in turn, enables us to supply optimum solutions to the wishes and needs of our customers, and cultivate close, long-term partnerships for the successful delivery of projects.

From everyone sharing our working environment, we expect responsible, reliable and courteous conduct – free from any prejudice based on ethnicity, gender or age: all people are equal. We do not tolerate any misconduct on the part of individuals or groups. This includes the disregard of customer or corporate values, non-observance of presence, punctuality, dress code or media use requirements, substance abuse, general and sexual harassment, bribery, corruption and any other conflicts of interests. As a guideline, we have drawn up our own Code of Conduct.

MEVA Schalungs-Systeme GmbH,
Management