

COMPANY POLICY



Our Vision of the Future

In 2030, HJS will still be an expert in emissions reduction technology for internal combustion engines (ICEs), regardless of the energy source. We are transferring our technological leadership in the field of integrated exhaust systems to new business segments, in the process ensuring we will in future continue to set technological standards in fields other than ICEs.



Our Route to the Future

HJS was founded on the back of an innovative idea, and our enthusiasm for technology is and will remain our key driving force today and in the future. As a technology firm, we are a reliable development partner and manufacturer of high-quality systems for exhaust emissions reduction.

Our expertise and flexibility is relevant in many areas: development and supply of functional modules for original equipment, standalone exhaust systems for special applications, particulate filters for the automotive and other industries, vehicle technology for motorsport and tuning, assembly equipment and many other peripherals for the automotive workshop.

We are constantly working to further develop our products and our company in order to grow hand in hand with our customers.

HJS uses existing products and expertise to open up new markets. By expanding our fields of expertise, we also find technological answers to changing mobility requirements.

In this way, HJS is playing a significant role in the efforts to meet the environmental and climate targets in Germany and globally.



Customer Satisfaction

Our processes and infrastructure enable customised realisation of a wide variety of projects at attractive costs. HJS's certified management system and the continuous improvement of products and processes guarantee we satisfy customer requirements. We aim to achieve the highest levels of satisfaction in order to be a preferred supplier for our customers:

- We ensure that legal obligations and other relevant requirements are taken into account and complied with.
- We offer our customers professional, flexible, solution-oriented service.
- We supply our customers with defect-free products, on time and in the volumes they require.



Sustainability & Environmental Protection

We are committed to our corporate social responsibility worldwide. Integrity, sustainability and compliance with the law are the three pillars of our business activities. We strive to value people and the environment out of a genuine conviction and our efforts to demonstrate this conviction begin within our own Company. The responsible management and use of natural resources and the avoidance of negative environmental impacts play a key role in our day-to-day operations.



Communicating & Working Together

The people at HJS are our greatest asset. The people who work for HJS are just as diverse as the tasks and responsibilities within our Company. This is something we are particularly proud of. It is the expertise and competence of the HJS team, supported by our strong partners, that will enable us to continue our success.

Crucial to our success are the degree of satisfaction among the members of our team, their sense of belonging, and the knowledge and positive experience they enjoy. We expect everyone to act independently and proactively, as well as respond positively to criticism and to work with one another in a professional manner.

We practice open, honest and respectful communication in-house and externally to ensure the efficiency of organisational processes, to work together as a team in a solution-oriented manner, to motivate colleagues and to inform them about the Company.

We always behave in a professional and respectful manner and foster a constructive culture founded on mutual feedback.



Leadership & Good Governance

HJS's managers are role models for their employees. They formulate and communicate clear, obtainable goals and help their team to realise them. Promoting an awareness of quality, environmental protection and occupational health and safety is a continuous managerial function throughout the Company. Open, honest dealings with one another, both in- and out-of-house, are the foundation of cooperation. We have defined the framework conditions for our actions in the HJS Code of Conduct.

Jan Ebbing, November 2021

