

1. QUALITY POLICY OF COHU DE KOLBERMOOR

We are continuously striving for better quality

Innovative technology is the value we provide

Empowerment, creativity and teamwork are essential for our success

Cooperation is based on mutual respect

We partner with our customers

1.1. We are continuously striving for better quality

1. Before release for manufacturing our products are tested for the product specifications.
2. Every product has to be manufactured after a strict quality-assurance-protocol (QA-protocol) before being delivered to our customer. A QA-protocol exists for every checked product, which is deposited in the company internal database.
3. Cohu's quality manager is responsible for gathering and analyzing performance data during customer service and quality control of our products, as well as continuously searching for possible improvements. He is also responsible for forming work groups from different departments of Cohu DE and Cohu MY to work on improvement programs achieving the implementation and communication of improvements for the customer (internal and external).
4. Our human resource manager is responsible for evaluating the feedbacks of staff and superiors achieved with the yearly P&DR-process (Performance & development report). The manager discusses with the management possibilities for improvement by training discovered through this process. Released measurements will be organized and executed as determined in the financial plan.

1.2. Innovative technology is the value we provide

1. We are a company always longing for technical advances. This is what makes Cohu products unique and differentiates us from the competition.
2. In our systems we use the newest state of art of mechanical, electrical, software and vision technology to achieve the best and most cost effective automation method for handling IC's.
3. We employ highly qualified workers in engineering, operations and quality assurance, IT, sales, service, finance & administration and human resource to fulfill our goals of developing, manufacturing, and managing complex systems in a highly competitive market.
4. We support technology development and continuous discussion about our product road map to ensure the development of the most advanced products just in time for our customers.

1.3. Empowerment creativity and teamwork are essential for our success

1. We yearly release companywide and department wide objectives to show every staff member the company goals and individual goals. They will be communicated in the yearly P&DR-process.
2. We encourage our staff to take leadership and responsibility by rewarding good performance with yearly bonus programs, feedback within the P&DR-process and with the possibility for employee development.
3. We are organized in functional departments to ensure a common focus and commonalities. With that we want to ensure the fulfillment of our customers' requirements and of our creativity at the same time.
4. Quarterly we inform our staff about the results of the past quarter and the prescriptions and company goals of the following quarter. We discuss news, successes and coming challenges. Monthly we exchange information with the work council and publish new information on the staff info board.

1.4. Cooperation is based on mutual respect

1. Cohu has subsidiaries in the whole world. Every subsidiary has to obey the laws and regulations of the respective country.
2. We have personnel representatives in every of these countries – reporting either directly to the human resource manager of Cohu DE Kolbermoor, or to our parent enterprise.
3. We discriminate nobody based on race, skin color, gender or political, religious or other ideologies. We have a multicultural worker base around the world.
4. We consider and respect the contribution of every staff member in the company. We live a policy of the “open door”. Everyone is invited to share his consideration and opinion with anyone with an open door.
5. We have a possibility to anonymously contact the managing director from every computer in the company. This direct access allows communication in both directions while respecting privacy and anonymity.
6. We rely on department and function comprehensive teams to reach our goals. We encourage our staff to contribute to these teams to achieve the company goals.
7. We take care of our environment. We produce no toxic waste in the air, water or ground. We recycle our waste and thoroughly divide metals and scrap.

1.5. We partner with our customers

1. The success of our customer is our success.
2. We have a worldwide organization to serve and always be in contact with our customer – whether field service and technical support to deal with technical needs, or sales to deal with economical needs of our partners.
3. We try to send our employees on regularly customer visits and in foreign subsidiaries, to gather experience, exchange knowledge and discuss future needs and possibilities with our customers.

2. ENVIRONMENTAL POLICY WITHIN COHU DE KOLBERMOOR

Cohu DE Kolbermoor successfully develops, manufactures and sells high end high speed IC handler since 1997. The most modern know-how and intelligent solutions form the basis of our success. High quality, flexibility, reliability and close contact to our customers are our strength.

Environmental protection is a highly respected value and an important part of our corporate culture. Besides a competitive advantage we want to make the best possible contribution to preservation and protection of our environment by realization of this environmental policy. Therefore this policy also flows into the target agreements of all hierarchical levels.

2.1. We continually strive to improve our environmental performance

Equally to the area of quality we aspire to reach a continuous improvement for the area of environmental protection. Therefore environmental regulations, requirements of our customers and other specifications serve as the framework for our efforts. Our general goal is to avoid any environmental pollution inside the possible and economical justifiable limits.

2.2. Technical enhancement to improve products' ecological footprints

The environmental impact of our products, technologies and procedures are evaluated by us before implementation. Our goal is to keep environmental impact as low as possible by focusing and modifying our developmental processes. In doing so the applicable legal requirements and the requirements of our customers present the minimal standard.

2.3. Empower employees to create products to protect and improve our planet

It's the main goal of our management to enhance the environmental awareness and environmental knowledge of our employees. We motivate our employees to act responsibly – in general and in particular regarding the environmental protection.

2.4. Minimizing environmental impact is our responsibility

In addition to the consideration of environmental impact during development of our products and technologies it's our target to minimize the environmental impact of our complete action in a justifiable way. We continuously try to reduce our consumption of raw materials and energy, the origin of polluting emissions and the origin of waste. In this context we see arrangements for prevention of accidents and for limitation of damages as important aspects.

2.5. We openly communicate our Environmental Policy

We are prepared and willing to discuss environmental topics in an open forum with our customers, the authorities and the public. We try to persuade our business partners to reach a comparable level of environmental protection.