

Würth Elektronik: Developing a Tailor-Made Compliance Management System



At a Glance

- > Advice and support on developing a tailor-made compliance management system
- > Customer: Würth Elektronik GmbH & Co. KG
- > Target group: compliance managers, management and employees by function, location and business area worldwide

Würth Elektronik is headquartered in Baden-Württemberg and has three business areas: electronic and electromechanical components, PCBs, intelligent power and control systems.

The company has a global workforce of more than 7,200 employees and recorded revenues of €590 million in 2015. It has 16 production sites around the world and is one of the most successful businesses in the Würth Group.

Compliance at Würth Elektronik is more than just a buzzword

For Würth Elektronik, compliance is not just a box-ticking exercise. It's about protecting company values and maintaining business relationships built on integrity.

As a conscientious employer, Würth Elektronik cares about more than just its bottom line. The firm operates a zero-tolerance policy on unlawful behaviour, especially corruption, in order to safeguard its employees and their jobs.

Another of Würth Elektronik's key priorities is to ensure its customer value chain does not include questionable activities.

Consequently, managers and staff are expected to comply with national and international laws and regulations, in addition to other standards and directives. Abiding by these standards ensures sustainable success for the business, and protects it from the adverse consequences of infringements.

A pioneering example thanks to some help from Idox Compliance

Würth Elektronik has become the Group's compliance management pioneer. The company has been quick to sign up to the Electronic Industries Citizenship Coalition (EICC) Code of Conduct, as well as taking responsibility for implementing its requirements.

Case Study

As a first step, Idox Compliance, one of Europe's largest compliance solutions providers, analysed the company's current compliance risks. Based on the results, a series of tailor-made measures were proposed that not only covered general compliance, but also specifically met EICC requirements. Idox Compliance also focused on safeguarding the company's employees and managers against compliance risks.

Following a number of sub-projects, Würth Elektronik has a compliance management system that is both worthy of a global player and aligned to EICC regulations.

After a successful local implementation, the new CMS has now been rolled out internationally throughout the organisation.

Key Idox Compliance deliverables

- Compliance risk analysis
- Advice on designing a compliance management system
- Analysis and advice on how to deal with invitations, gifts and sponsoring
- Awareness-raising and professional training for local compliance managers
- Development and implementation of training for company management
- Development of a customised trailer to raise awareness amongst employees

This project is a prime example of the collaborative approach we take to all of our work, to deliver a solution that meets the individual needs of our customers.

Case Study