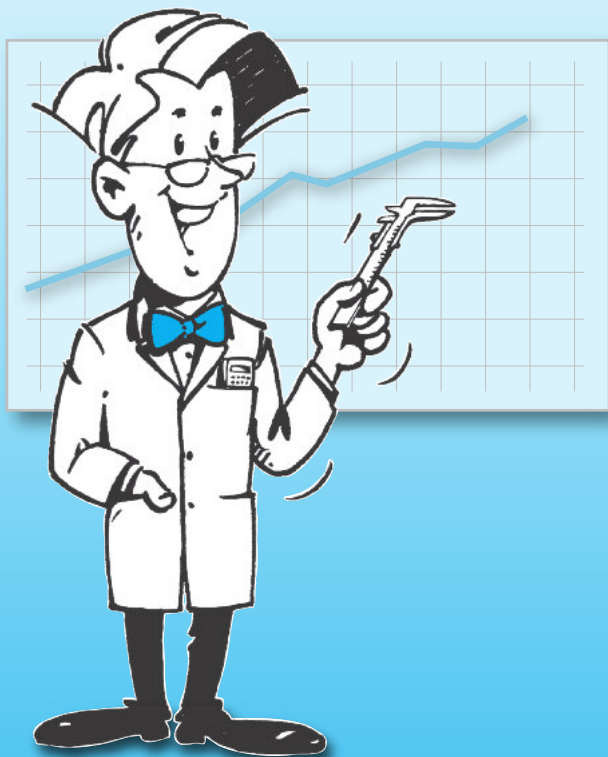


NORWE

corporate strategy



Approach and challenge

We live in a time which is characterized by constant change. If you want to successfully position yourself in the market today and in the future you need a clear profile, a clear strategic orientation and great competence – even in a socio-political respect.

With this corporate strategy we want to clearly take our position as corporate management.

This requires once again clearly defining the significance of our quality, environment and communication values in order to face our corporate-policy responsibility as the NORWE team comprehensively and more intensively.

The management



Marlene Weiner



René Weiner

● NORWE quality policy

National and international companies from the most varied manufacturing and product areas rely on consistently high NORWE quality and have been doing so for many years. The official certifications in accordance with DIN EN ISO 9001:2008 and UL 746D also ensure the reliability of product quality in conjunction with a maximum production and function guarantee at the customer's end.



Quality for NORWE also means facing new technological and logistical challenges and flexibly and promptly adapting internal production processes to customer requirements.

● NORWE environmental policy

NORWE is aware that all activities concerning the products have a direct or indirect influence on the environment. We have therefore been actively and sensitively practising and consistently improving environmental protection for over 50 years. The introduction of an environmental management system in accordance with DIN EN ISO 14001 again underlines the great significance of environmental protection for and at NORWE.

● NORWE communication

Our corporate philosophy is based on a common identity which is put into practice from management level down to all departments at NORWE. This is the only way communication and the behaviour of employees can be harmonized.

Interaction in partnership is maintained internally and, in particular, in direct contact with our customers and partners. This creates a crucial basis for our long-term business success.

● NORWE environmental policy

The following principles apply for all activities as part of our environmental policy:

► Environmental protection is binding for all NORWE business units.

This is why relevant environmental aspects are, as a rule, taken into account when planning corporate goals.

► Environmental protection is binding for all NORWE employees.

Environmental awareness and environmentally aware behaviour, compliance with safety regulations, observing procedures as well as tidiness and cleanliness at the workplace depend on every individual employee. Awareness of these matters must be continuously improved by informing and motivating.

► Open communication of environmental protection.

Our environmental principles and their implementation options must be communicated appropriately in a dialogue with customers, partners and authorities.

This also simultaneously unlocks new ideas and inspiration to permanently improve our environmental management system.

► Prevention of pollution.

Careful handling of natural resources, in particular careful use of materials and energy, reduce pollution. The focus is also on preventing emissions (air, water, energy, noise, etc.) and waste. Accordingly, the entire flow of materials, energy consumption, emission rates and waste origin must be analysed with suitable measures and consistently improved or reduced with economically viable technology.

► Environmental legal norms must be observed without compromise.

All applicable laws, provisions and other requirements concerning the environment must be taken into account and observed.

► Define and implement additional in-house NORWE environmental targets which are appropriate.

Apart from the general improvement of environmental protection, NORWE will also define its own environmental targets. They may, for instance, be put forward by all employees during a staff suggestion procedure or be submitted by management as part of strategic corporate objectives.

● NORWE's quality policy

The most important objectives of NORWE's quality policy are defined as follows:

- Consistently review procedures in a targeted manner with regard to flexibility and efficiency.

The focus is on the need for organization, staff and materials.

- Quality awareness starts with individuals themselves and their own workspace.

Developing awareness for complying with security regulations, observing prescribed procedures but also tidiness and cleanliness at the workplace are promoted as a basis for occupational safety.

- Adaptation of the quality management system for the introduction and safeguarding of an environmental management system in accordance with DIN EN ISO 14001.

- Quality requires that our procurement purchase partners are able to deliver in time.

Relevant procurement items are critically examined and respective alternative suppliers involved as a precautionary measure during risk assessment.

● NORWE communication

In order for the NORWE team to stay "strong and communicative" the following activities, in particular, are suggested and promoted:

- NORWE always focuses on people.

Open communication and motivation against discrimination and violence – only interaction in partnership ensures a persistently high product achievement and service provision.

For the management, the NORWE team is a crucial, indispensable corporate value.

- NORWE promotes new talent on a committed, ambitious basis.

A broad range of apprenticeship positions and work placements are regarded as a sensible investment into the future. External activities, such as participating in training fairs, cross-company training cooperations as well as close collaboration with regional schools top off the strong commitment to integrating young people into the labour market.



● About us

As one of the world's leading developers and manufacturers of standardized coilformers with more than 25,000 standard parts and numerous customer-specific electronic components for the electrics and electronics industries, NORWE has gained an excellent reputation in the sector.

High-level technology creates headway.

We not only position ourselves in the market as a manufacturer and supplier of hi-tech coilformers, but also present NORWE globally as a historically grown, independent and competent partner.

We take on the latest challenges and create solutions for the planning, development and manufacture of a wide range of components.

Smooth implementation of sophisticated, comprehensive serial designs ensures NORWE's technological headway. The relevant know-how of the entire NORWE team and the state-of-the-art and high-performance technical equipment at all production sites is consistently being extended and optimized.

Our innovative ideas and custom-made developments are, protected by patents, becoming state-of-the-art in coilformer technology.

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