

**NORWE**

**Company policy**



## Claim and challenge

Being successful now and in the future requires both a clear profile and a clear strategic direction, especially when it comes to sustainability, which combines ecology, economy and social components.

The company policy formulated below aims to clearly set out our position as the company management and our commitment to sustainable company development.

This means that the existing company values in terms of quality, the environment and communication need to be redefined and enriched by other soft factors such as sincerity, fairness and trust. Added to this is our commitment to the region and thus our clear identification with our location.

With this in mind, the NORWE team can assume their corporate responsibility with integrity and commitment.



## 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 9001:2015 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, logistical and environmental challenges, and flexibly and promptly adapting internal production processes to customer requirements.

## NORWE environmental policy

NORWE is aware that all activities involving its products have a direct or indirect influence on the environment.

Therefore, for over 50 years, we have been sensitive to environmental protection and actively pursued and improved it over and above the requirements. Our environmental management system and certification in accordance with DIN EN ISO 14001:2015 underlines just how important environmental protection is for and at NORWE.

## NORWE communications

Our corporate philosophy is based on a shared identity and mutual trust, both of which are "lived" at NORWE from the company management down to all areas.

People are treated and valued as partners, both within the company and especially when in direct contact with customers and partners. This creates one of the key preconditions for long-term company success.

## NORWE system

Our internal organisational structure and process organisation is governed by a dedicated, integrated management system for quality and the environment.

The quality of our services meets the wishes of our customers and is regularly adapted to meet new customer requirements.

**Workflows and processes are continuously improved, reviewed and optimised with respect to quality, flexibility and efficiency.**

If errors occur, the causes are analysed, remedied as quickly as possible and suitable measures taken to prevent future occurrences.

**Sensitivity to and awareness of “NORWE quality” and “NORWE environment” are promoted and increased, starting with each individual staff member in their own working area.**

All employees have a relationship with customers and suppliers.

Ongoing assessment provides us with key information for implementing continuous improvement measures.

Raising awareness for compliance with quality requirements, safety regulations, defined operational processes and tidiness and cleanliness in the workplace form the basis for industrial safety and are specifically promoted. To do so, sufficient working time resources are made available. Specialist instruction and training for our employees are also given high priority.



## **Compliance with the rules of the integrated quality and environmental management system.**

Unnecessary risks in everyday work are avoided as regards quality, industrial safety and environmental protection.

In line with the integrated quality and environmental management system, the management considers possible risks and opportunities for the business, evaluates them and instigates suitable measures as required.

Quality also means the ability of our purchasing partners to meet delivery deadlines. As part of a risk assessment process, relevant purchasing items are therefore critically evaluated and qualified alternative suppliers are involved on a precautionary basis. Our certification in line with UL 746D means we are obliged to guarantee seamless traceability of the plastic materials we have used at all time, which also enables more extensive UL listings for our customers' products.

## **With the introduction of an environmental management system and certification in accordance with DIN EN ISO 14001, all NORWE business divisions and their employees have committed themselves to environmental protection.**

Environmental awareness and environmentally conscious behaviour, compliance with safety regulations, compliance with processes and order and cleanliness in the workplace depend on every single employee. The aim is to promote and improve awareness through information and motivation.

## Open communication of environmental protection to prevent environmental impact.

In dialogue with interested parties, our obligations in terms of environmental protection are communicated in appropriate ways in order to achieve coordinated solutions together.

## Reducing environmental impact by means of sensitive handling of natural resources.

NORWE's activities and the products it makes are consistently recorded and their environmental impact assessed:

- air, water and ground emissions
- consumption of raw materials and resources
- use and release of energy
- waste and by-products produced, including their further use.

## Defining and implementing our own, sensible, additional NORWE environmental objectives.

As well as a general improvement in environmental protection, NORWE will also define its own environmental objectives. These may be submitted, for example, by any employee as part of the existing suggestion system, or put forward by the company management in line with the strategic company objectives.



## At NORWE, the focus is always on the people.

For the company management, the NORWE team is a key, indispensable company asset. As a second-generation family-run company, we are committed to the location and the region.

- Open communication and a clear stance against discrimination, violence, injustice and exploitation.
- Maintaining our consistently high product and service performance by dealing fairly with partners, both internally and externally.

## NORWE is committed and ambitious in promoting new talent.

The activities below guarantee that the next-generation NORWE team will also always have a maximum level of up-to-date knowledge and expertise.

- A wide range of training places and internships as an important investment in the future.
- Varied external activities such as close cooperation with regional schools.
- Continuous professional development opportunities within the company.
- Supporting students in their courses and Bachelor and Master project work.



## About us

The end of the 20th century was all about the digital revolution and Industry 4.0 has now reached all sectors of industry without exception. But it is especially relevant to our branch, which is electrical engineering and electronics.

At a very early stage we braced ourselves for the resulting challenges and are now well-equipped to meet them, partly through our comprehensive standard range of around 25,000 coilformers and components, partly through our knowledge and experience of the new technologies and what individual designs and parts developments they require.

As a family company, we still feel committed to tradition, but also uncompromisingly to meeting the technological challenges of the future. We operate internationally, think globally, act environmentally aware and are long-term customer-focussed. Confidence-building measures are of course also a given with us, from the necessary quality certifications in accordance with ISO 9001 and UL 746D to an environmental management system in line with ISO 14001.

A reliable team of qualified, long-serving employees who form the heart of the company guarantee no-compromise NORWE quality and customer satisfaction.

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