

Corporate Policy

Quality. Environment. Responsibility.

The Corporate Policy of NORWE ONE GmbH defines the binding framework for how we make decisions, shape processes and fulfil our responsibilities toward customers, employees, partners, the environment and society.

NORWE develops and manufactures technical components and solutions for demanding industrial applications. Quality, reliability, responsible use of resources and integrity are not separate tasks. Together, they form the foundation of our business activities.

With this Corporate Policy, the management of NORWE ONE GmbH defines a clear framework for our strategic objectives and for the principles by which we manage quality, environment, responsibility and collaboration. It provides guidance for the daily actions of all employees and forms the basis from which we derive specific objectives and measures.

People are at the centre of all company activities. Only through open communication, professional competence, personal responsibility and collaboration as one integrated NORWE team can we fulfil our corporate responsibility and remain focused on future challenges.

Our Corporate Policy is implemented through an integrated management system for quality and environment. External frameworks such as the UN Global Compact as well as certifications and documented evidence complement and confirm defined parts of this system, but are clearly distinct from our own Corporate Policy.

Our Corporate Policy

Binding principles for our daily actions

Quality and customer satisfaction

The requirements and expectations of our customers are a key benchmark for our work. We aim to fulfil agreed technical, quality and delivery requirements reliably, repeatably and transparently and to adapt our performance to new or changing customer requirements where appropriate.

For us, quality does not begin with final inspection. It starts with the clear definition of requirements and continues through development, procurement, manufacturing, testing, documentation and delivery. Our aim is to establish controlled processes, prevent errors and deliver reliable results over the long term.

Continually and systematically improve processes

We continually and systematically review and optimise our processes with regard to quality, environmental protection, flexibility and efficiency. Improvements should not remain isolated actions but be embedded sustainably in processes, responsibilities and standards.

Where errors or deviations occur, we analyse root causes, eliminate them as quickly as possible and implement appropriate measures to prevent recurrence. Findings from indicators, audits, complaints, reviews and daily operations are systematically incorporated into continual improvement.

Promote quality and environmental awareness

Quality and environmental protection begin with each individual and within each area of work. Every employee is responsible for complying with quality requirements, safety rules and defined processes and for maintaining order, cleanliness and responsible use of resources.

Within our processes, every employee is both an internal customer and supplier and therefore contributes to the quality of upstream and downstream work steps. Ongoing evaluation of these relationships provides important information for continual improvement and supports a common understanding of quality, reliability and responsibility throughout our processes.

We promote this awareness through information, motivation, open communication, role-specific instruction and training. We provide appropriate working time and resources and encourage employees to contribute actively to improvements.

Comply with binding obligations and our own requirements

We are committed to complying with all legal, regulatory and other binding obligations applicable to our activities as well as the requirements we set for ourselves. Integrity, responsible conduct and compliance are part of our corporate governance.

Our own requirements arise in particular from our Corporate Policy, our integrated NORWE System and the commitments we consciously undertake. Where reasonable and possible, we aim to go beyond minimum requirements without creating uncontrolled risks.

Systematically assess risks and opportunities

Within our integrated quality and environmental management, management considers risks and opportunities affecting our business, evaluates their significance and takes appropriate action where necessary.

Unnecessary risks in quality, occupational safety and environmental protection should be avoided in daily operations. At the same time, we use opportunities to improve processes, products, resource efficiency, collaboration and performance.

Reliable quality also depends on resilient supply. We therefore critically assess relevant purchased items and supply chains and, where necessary and appropriate, include qualified alternative suppliers in our risk-prevention approach.

Ensure traceability and process reliability

Where regulatory, normative or customer-specific requirements demand traceability, we ensure it through controlled processes and documented evidence.

Under UL 746D requirements, we ensure the required traceability of the plastic materials used. This provides a reliable basis for corresponding downstream UL requirements and listings of our customers' products.

Protect the environment and continually improve environmental performance

Through our environmental management, we commit to protecting the environment, preventing or reducing adverse environmental impacts and continually improving our environmental performance.

Environmental awareness and environmentally responsible behaviour depend on every individual employee. Compliance with safety rules and defined processes as well as order and cleanliness at the workplace are fundamental prerequisites. Through information and motivation, we continually promote and improve this awareness.

Reduce environmental impacts and use natural resources responsibly

We identify and evaluate relevant environmental aspects of our activities and the products we manufacture. Our aim is to avoid or reduce environmental impacts wherever possible and to use natural resources consciously and efficiently.

- Emissions to air, water and soil
- Consumption of raw materials, energy and natural resources
- Generation of waste and by-products and opportunities for prevention, reuse or recovery

Communicate environmental protection openly

In dialogue with relevant interested parties, we communicate our environmental commitments and measures in an appropriate manner. Where joint solutions are required or beneficial, we seek open and factual coordination.

Transparent communication should help us understand environmental impacts, identify requirements at an early stage and develop sustainable solutions together to prevent or reduce environmental burdens.

Define and implement our own quality and environmental objectives

We derive specific quality and environmental objectives from our Corporate Policy and monitor their implementation. In addition to general improvement objectives, NORWE defines its own relevant targets that fit our business activities, significant environmental aspects and quality ambitions.

Initiatives may arise from strategic corporate objectives, the integrated management system, audits, reviews or employee suggestions. We assess progress and use the results to further develop our management system and performance.

People are at the centre

We stand for respectful and fair interaction and take a clear position against discrimination, violence, injustice and exploitation. Responsible collaboration, safe working conditions, open communication and mutual respect are part of our identity.

For us, responsibility does not end at the company boundary. Where meaningful and possible, we also engage with our wider environment and support exchange with educational institutions and the region.

Promote knowledge, training and development

A high level of up-to-date knowledge and skill is essential for quality, innovation and long-term capability. We therefore invest in the qualification and development of our team.

- Vocational training positions and internships as an investment in the future
- Role-specific instruction and training
- Further professional development within the company
- Cooperation with regional schools and other educational institutions
- Support for degree programmes as well as bachelor, master and project work where appropriate

The NORWE System

Our internal organisation and operational processes are supported by an integrated management system for quality and environment. This NORWE System translates our Corporate Policy into responsibilities, processes, objectives, reviews and improvement measures.

The management system connects quality management, environmental management, risk and opportunity assessment, documented processes, training, review and continual improvement. Customer requirements, binding obligations and our own internal requirements are systematically considered.

Certifications and documented evidence confirm defined parts of this system. However, they do not replace either our Corporate Policy or our own quality and environmental ambitions.

We are committed to the continual improvement of our integrated management system, its effectiveness and our environmental performance.

International responsibility framework

UN Global Compact

NORWE ONE GmbH participates in the United Nations Global Compact and supports its Ten Principles in the areas of human rights, labour, environment and anti-corruption.

The UN Global Compact is a distinct international reference and responsibility framework. It complements our Corporate Policy and the NORWE System but is not the Corporate Policy itself.

The fundamental idea of the UN Global Compact - responsible business conduct based on universal principles - aligns with our ambition to combine economic performance with responsible action. Environmental protection and responsible use of resources have been actively pursued at NORWE for many years; at the same time, we explicitly include human rights, labour standards and anti-corruption in our responsibility framework.

Human Rights

- support and respect the protection of internationally proclaimed human rights.
- make sure that they are not complicit in human rights abuses.

Labour

- uphold freedom of association and the effective recognition of the right to collective bargaining.
- support the elimination of all forms of forced and compulsory labour.
- support the effective abolition of child labour.
- support the elimination of discrimination in respect of employment and occupation.

Environment

- support a precautionary approach to environmental challenges.
- undertake initiatives to promote greater environmental responsibility.
- encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

- work against corruption in all its forms, including extortion and bribery.

Transparency and progress reporting

We report on our activities and progress within the UN Global Compact in accordance with the applicable requirements. This makes our development traceable and creates transparency around our engagement. We remain available for dialogue with interested parties regarding our engagement and progress.

Communication and availability of the Corporate Policy

This Corporate Policy is communicated within NORWE ONE GmbH and regularly reviewed for its continuing suitability. It is accessible to employees and made available to relevant interested parties in an appropriate form.

Evidence and system context

Certifications, Standards & Compliance

Certifications, standards and released evidence make defined requirements of our quality, environmental and compliance system traceable. The Corporate Policy sets the framework - the management system implements it - certifications and documents provide evidence for selected requirements and processes.

ISO 9001 - Quality management and systematic assurance of defined quality requirements.

ISO 14001 - Environmental management, environmental objectives and continual improvement of environmental performance.

UL 746D - Identity and traceability of relevant plastic materials within applicable UL requirements.

REACH - European legal framework for the registration, evaluation, authorisation and restriction of chemicals.

RoHS - Restriction of certain hazardous substances in electrical and electronic products.

TSCA - United States legal framework for the control of chemical substances.

Environmental management with a system

Environmental protection is actively practised at NORWE.

We do not regard environmental management as an isolated documentation task but as part of our daily decisions and processes. Awareness, measurable objectives, responsible use of resources, open communication and continual improvement combine to form a systematic approach.

ONE. Industrial Excellence. Engineered for Reliability.