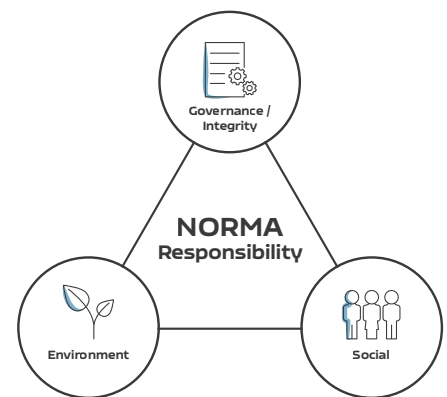




NORMA Group Corporate Responsibility Policy

OUR RESPONSIBILITY

“As the market and technology leader in engineered joining technology, we are committed to balancing the impacts of the business with the various needs of the general public. It is our responsibility to meet today's needs without compromising those of future generations. Therefore, we take social and environmental impacts into consideration when making our business decisions. This applies to both the processes at our sites and the impacts that arise along the value chain.



OUR COMMITMENT TO INTERNATIONAL FRAMEWORKS

Our goal is to help create an ecologically and socially sustainable society by how we do business and within our business environment. As a matter of course, we acknowledge the United Nations' Sustainable Development Goals as an international framework with relevance for our business and align our strategy with the principles of the UN Global Compact.

OUR CORPORATE RESPONSIBILITY STRATEGY

Our strategy in the area of Corporate Responsibility (CR) will help us to strengthen our position as a global market and technology leader in engineered joining technology. The key areas of Corporate Responsibility (see below) are the core of our strategy. We actively steer these topics by setting measurable targets and by ensuring continuous improvements. All employees can and should contribute to achieving these targets by integrating the areas of action in their day-to-day work.

OUR STAKEHOLDERS

Our commitment to Corporate Responsibility means having an on-going dialogue with stakeholder groups who affect or are affected by our business. These include but are not limited to employees and shareholders, customers and suppliers, as well as local communities and society itself. Therefore, we deliver transparent information on our Corporate Responsibility performance on a regular basis to all stakeholders. Furthermore, we include our stakeholders' expectations in our business decisions.

KEY AREAS OF CORPORATE RESPONSIBILITY

Corporate Responsibility at NORMA Group is related to three key areas of action:

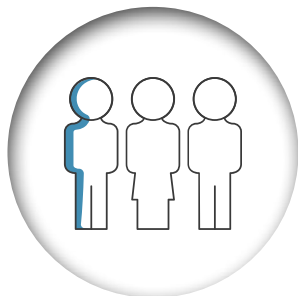


Environment:

We reduce the environmental impact along the value chain. In our own production, we ensure compliance with environmental standards and make ambitious contributions in the areas of climate, water and waste management. With our joining technology, we support customers to meet future environmental standards and improve their environmental performance.

Further information:

- [Environmental Policy](#)



Social:

We take responsibility for our employees and society. We offer employees a safe working environment and opportunities to develop personally and professionally. Our goal is to keep the satisfaction of our employees at a consistently high level and thus position ourselves as an employer of choice. We focus on diversity within the company and promote a working environment that is free from prejudice.

Further information:

- [Health and Safety Policy](#)
- [Diversity Mission Statement](#)



Governance / Integrity:

Corporate Responsibility needs to be developed and realized by every employee of NORMA Group. In doing so, the foundation lies in compliance with laws and regulations. NORMA Group commits itself to international human rights and the principles of the International Labour Organization. When developing and manufacturing our products, quality and safety are of the highest priority. We pass our sustainability standards on to our suppliers and encourage them to use appropriate management systems.

Further information:

- [Code of Conduct](#)
- [Anti-Corruption Policy](#)
- [Supplier Code of Conduct](#)
- [Human Rights Commitment Statement](#)
- [Quality Policy](#)