

## Quality, environment and safety-at-work policy

1. We are attentive to our **customer's needs and aim at covering** not only today's but also any future requirements.
2. We bind ourselves to adhere to the legal and governmental rules regarding our products, as well as to the laws concerning environment and safety at work.
3. The executive board defines the responsibilities and authorities of the different divisions and departments. **The processes of each single department are expressly defined.** As a result of this every department is obliged to pass on compliant products/services.
4. We encourage our employees' **quality orientated thinking** and sense of responsibility by providing them with information and training.
5. We maintain a certified management-system according to the norms **ISO 9001, ISO 14001 and OHSAS 18001.**
6. The constantly changing basic conditions require a continuous development of this system. We control and improve it by carrying out in-house audits, keeping a systematic error registration and implementing amendments.
7. We carefully handle environmental resources.
8. We give priority to the safety of people and environment.
9. Each year the executive board defines new targets regarding quality, environment and safety at work and controls their attainment at regular intervals.
10. Our M-system describes and controls all important processes. Simple and logic actions lie within the **responsibility of each employee** and are generally not documented. This is the basis for an efficient and an easy to apply M-system.
11. The executive board supervises the application of the M-system and affirms it by setting the example.

Extract of the QM-manual, dated August 11<sup>th</sup>, 2010