

# INTEGRATED MANAGEMENT SYSTEM POLICY



**Norm Holding is a group of integrated companies that develops its business in the forming, coating, and manufacturing fasteners for the automotive main and sub-industry as well as other sectors.**

As Norm Holding, we are committed to our labor, environment, and energy policy;

- To fulfill our compliance obligations under the legal requirements covering our activities and other requirements from interested parties,
- To create a safe and healthy working environment through proactive approaches that reduce risks by eliminating hazards throughout
- To slow down the effects of climate change, reduce our greenhouse gas emissions and waste with our projects that prevent environmental pollution and protect the environment
- To ensure ecosystem conservation by expanding the use of sustainable resources,
- To use primary and secondary energy sources efficiently in all our activities, to focus on renewable/alternative energy sources, to utilize waste energy, and to manage the leakage that may be generated,
- By keeping track of technological developments on national and international platforms and purchasing equipment and services that utilize work, environment, and energy-oriented technologies and methods
- Improve the quality of Labour Health and Safety, energy performance targets, and the Integrated Management System by consulting and including employees/representatives, to ensure the availability of necessary information and resources
- With our forward-thinking approach, we aim to establish our norms by prioritizing energy issues in new investment and improvement projects,
- Create a sustainable life in the geography in which education and arts & culture activities, under the principle of valuing society and the future,

Committed on behalf of all stakeholders.

CEO/ Vice Chairman of the Management Board