



NORMA Group Corporate Responsibility Policy

Our Responsibility

As a global manufacturer and distributor of engineered joining technology for customers across diverse industries we are committed to balance 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 to the processes at our sites and the impacts that arise along the value chain.

Our Commitment to International Frameworks

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

Our Corporate Responsibility Strategy

Our Corporate Responsibility Strategy will support 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 ensure continuous improvements. All employees can and shall contribute to achieve 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 who 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. Additionally, we include the expectations of our stakeholders into our business decisions.

Key Areas of Corporate Responsibility

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



Responsible Management: Corporate Responsibility has 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. Additionally, we motivate our employees to take action for our sustainability goals.



Business Solutions: We guarantee highest quality and innovative products and services that help to lower emissions and reduce energy consumption. In order to further optimize our processes, we count on a close exchange with our customers. In our business relationships, we maintain social and environmental standards: NORMA Group encourages suppliers to introduce environmental as well as health and safety systems.



Employees: Our employees enable and drive our business success. We will continue to invest in a safe and supportive working environment, protect our employees' health and strengthen our position as an employer of choice. We embrace diversity throughout NORMA Group and promote a working environment free of prejudice.



Environment: Being responsible means taking our dependency and our impact on the environment into account. 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.



Community: NORMA Group is highly interested in livable and prosperous neighborhoods. Via our Corporate Citizenship Programs, we aim to strengthen, and contribute positively to the communities in which we operate and support selected projects for sustainable development.

Corporate Responsibility Policy



Contact Corporate Responsibility:

NORMA Group SE
Elias Schwenk
Manager Corporate Responsibility
Phone: +49 (0)6181 – 61027602
Email: CR@normagroup.com

NORMA Group SE
Marion Mitchell
Group CR Officer
Phone: +49 (0)6181 – 610 2751
Email: CR@normagroup.com