



KMWE

MANUFACTURING THE FUTURE



MANAGEMENT POLICY

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GENERAL

The KMWE Group complies with laws and regulations, and recognizes its quality responsibility and social responsibility.

The social responsibility of the KMWE Group includes ethics, labor conditions, health and safety, and environmental care. This is reflected by sustainable engineering and production processes.

Quality and social aspects are subject of an integral management system.

To achieve quality and social objectives in an efficient and effective way, the following management principles are applied:

- focus on interested parties;
- leadership;
- engagement of people;
- risk-based thinking;
- process approach;
- improvement;
- evidence-based decision making;
- relationship management.

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ETHICS

The KMWE Group takes its responsibility for ethics by:

- complying with all applicable laws and regulations of the country where it has its operational activities and/or is doing business
- managing ethical aspects as included in the company code of conduct:
 - business integrity (e.g., no corruption, extortion, embezzlement, or falsification)
 - no improper advantage (e.g., no use of bribes or other means of gaining advantage)
 - disclosure of information (e.g., business activities, structure, financial situation)
 - intellectual property (e.g., protect intellectual property rights of business partners)
 - fair business practices (e.g., advertising and competition, safeguarding customer data)
 - protection of identity (e.g., anonymity for workers reporting policy violations)
 - responsible sourcing of minerals
 - privacy (e.g. collection, storing, processing, transmitting, and, sharing of personal information of suppliers , customers, consumers and employees)
- promoting ethics in the supply chain.

The management system of the KMWE Group is based on the international guidance on social responsibility NEN-EN-ISO 26000

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HEALTH AND SAFETY

The KMWE Group takes its responsibility for health and safety

- complying with all applicable laws and regulations of the country where it has its operational activities and/or is doing business
- complying with applicable permits
- managing health and safety aspects:
 - occupational safety (e.g. control of hazardous conditions and potential accidents)
 - emergency preparedness (e.g., planning, preparation, detection, and incident response)
 - occupational Injury/Illness (e.g., reporting, treatment, counseling, case management)
 - industrial hygiene (e.g., control of exposure to chemicals and other agents)
 - physically demanding work (e.g., heavy lifting, prolonged repetitive or forceful tasks)
 - machine safeguarding (e.g., physical guards, interlocks, and protective barriers)
 - living conditions (e.g., dormitory and canteen conditions, sanitation, safety)
- promoting health and safety in the supply chain.

The management system of the KMWE Group complies with the international standard for occupational health and safety management NEN-ISO 45001

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LABOR CONDITIONS

The KMWE Group takes its responsibility for labor conditions by:

- complying with all applicable laws and regulations of the country where it has its operational activities and/or is doing business
- complying with collective and individual labor agreements
- cooperation of top management and works councils
- managing labor aspects as included in the company code of conduct :
 - freely chosen employment (e.g., no forced, bonded, involuntary, or prison labor)
 - child labor avoidance (e.g., no under-age workers, no hazardous duty for young workers)
 - working hours (e.g., limits on maximum hours worked, mandatory days off)
 - wages and benefits (e.g., legal wages, overtime pay, clear information)
 - humane treatment (e.g., no abuse, coercion, sexual harassment, or punishment)
 - non-discrimination (e.g., age, race, gender, religion, sexual or political orientation)
 - freedom of association (e.g., labor unions, collective bargaining, open communication)

The management system of the KMWE Group is based on the international guidance on social responsibility NEN-EN-ISO 26000

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QUALITY

The KMWE Group supplies products and services to its customers, that meet and exceed their requirements, needs and expectations, real and perceived.

The KMWE Group manages its activities in compliance with customer requirements and expectations that apply to Quality, Logistic, Technology and Cost.

The quality management system of the KMWE Group complies with and is certified to the international standards for quality management NEN-EN-ISO 9001, NEN-EN-ISO 13485 and NEN-EN 9100 (AS 9100).

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ENVIRONMENT

The KMWE Group takes its responsibility for the environment by:

- complying with all applicable laws and regulations of the country where it has its operational activities and/or is doing business
- complying with environmental permits
- managing environmental aspects to
 - pollution prevention (e.g., energy and resource conservation, waste reduction)
 - hazardous substances (e.g., material handling, storage, recycling, disposal, spill control)
 - wastewater & solid waste (e.g., waste stream monitoring, control, treatment, disposal)
 - airborne emissions (e.g., emission characterization, monitoring, control, mitigation)
 - product content (e.g., controlled materials, disclosure, testing, recycled content)
- promoting environmental care in the supply chain

The management system of the KMWE Group complies with the international standard for environmental management NEN-EN-ISO 14001