

NORMA Group leadership commits to providing a safe and risk free working environment for all its employees and any other stakeholders effected by its business or actions.

On the basis of compliance with legal requirements and industry standards our employees' involvement in continuous improvement will support our aim to make NORMA a safe and healthy workplace

To make this happen we will,

- build a safety first culture
- invest in our people and processes
- promote a healthy lifestyle
- involve our employees in preventative measures and opportunities

A handwritten signature in black ink, appearing to read "F. Klein".

Dr. Friedrich Klein
Chief Operations Officer

A handwritten signature in black ink, appearing to read "S. McMahon".

Simon McMahon
Vice President Q & EHS

Dated: 14th August 2019