

The Hoyer QHSE policies are based on the strategy, vision and mission of Hoyer Group.

Vision

Hoyer Group is to be preferred brand in selected segments and applications by

- Ambitious growth
- Being recognised by customers for adding value to their businesses and for receiving their highest recommendations
- Continuously improving our value chain to be Best in Class
- Being an exciting and appreciated place to work
- Maintaining a safe and healthy environment for customers and employees.

Mission

Exceeding Expectations through

- Adding value to customers and their businesses
- Close partnerships with OEM's being excellent in supporting technically commercially and with insight in market segments and applications
- Maintaining a strong united team and corporate culture
- Being fast, responsive and deliver in agreed time and quality in all our dealings
- A highly efficient qualified and operational excellent value chain based on strategic partnerships with suppliers and continuously improved internal processes
- Maintaining a strong team and corporate culture.

The QHSE policies are to support Hoyer Group in achieving the strategy, vision and mission including key objectives.

Quality policy

- Implement, maintain and constantly improve the Integrated Management System (IMS) which as a minimum is compliant to the ISO9001:2015
- Ensure continuous improvement in quality of processes, services and products
- Minimum compliance with relevant legal legislations
- Evaluate customers' expectations and monitor customer satisfaction
- Constantly develop and maintain a high and acknowledged level of delivery on time, product flexibility and response rate
- By innovative thinking support our customers in developing the right solutions for their needs
- Through partnerships with main suppliers constantly develop their Quality- and Environmental levels and monitor the performances
- Motivate employees and develop their competences

Environmental policy

- Implement, maintain and constantly improve the Integrated Management System (IMS) which as a minimum is compliant to the ISO14001:2015
- Ensure continuous improvement in environmental aspects of processes, services and products
- Minimum compliance with environmental legal legislation
 - o environmental accidents
- Constantly develop and ensure ability to offer products that can support the environment and save energy
- Ensure that production of products are taking environmental matters into account
- Logistic solutions with suppliers that have a policy for reducing emissions
- Motivate stakeholders to operate with an environmental mindset
- Support customers in selecting motors and drives with the highest efficiency grade

Health & Safety policy

- Implement, maintain and constantly improve the Integrated Management System (IMS) based on requirements in the ISO45001:2018
- Ensure continuous improvement of Health & Safety in processes, services and products
- Minimum compliance with Health & Safety legal legislation
 - o work related accidents
- Develop and maintain an exciting and appreciated work place
- Offer visitors and employees a safe, healthy, clean and motivating work environment
- Motivate each individual to take responsibility for their work situation.

Environment and Health & Safety are closely related to Cooperate Social Responsibility (CSR). Hoyer Group has a CSR policy and CSR code of conduct for employees, which are available in the IMS.

The policies are broken down into specific objectives and targets that are reported, monitored and followed up on regular basis. They are part of the Hoyer Group organisational KPI Landscape.

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