

Quality & Environmental Management Systems Continuous Improvement Objectives 2025

- 1. Improve the quantitative and qualitative reporting and statistical analysis of non-conformances:**
 - **Specific:** Provide a reporting system to improve communication regarding the quantitative and qualitative data on non-conformances.
 - **Measurable:** Implement a satisfaction scale to measure progress on data analysis.
 - **Achievable:** Implement new analysis techniques and present the results to the business via One Team events.
 - **Relevant:** Enhances overall quality control and compliance.
 - **Time-bound:** Complete by June 2025.
- 2. Measure the carbon footprint of the business (Scope 1-3) and set a strategic target for reduction:**
 - **Specific:** Conduct a full assessment of the company's carbon footprint, including Scope 1, 2, and 3 emissions.
 - **Measurable:** Establish a baseline carbon footprint and set a reduction target over the next 3 years.
 - **Achievable:** Provide data required for Corporate Sustainability Reporting Directive (CSRD), engage in the calculation process.
 - **Relevant:** Supports the company's sustainability goals and regulatory compliance.
 - **Time-bound:** Baseline assessment by December 2025.
- 3. Increase awareness of Responsible Care* scheme:**
 - **Specific:** Implement an awareness campaign on Responsible Care practices.
 - **Measurable:** Reach 90% of employees through training sessions and informational materials within 1 year.
 - **Achievable:** Develop training modules and distribute educational resources.
 - **Relevant:** Promotes a culture of safety and environmental responsibility and engagement of Nordmann employees.
 - **Time-bound:** Campaign to be completed by August 2025.
- 4. Develop Training Matrix for Nordmann UK Limited staff and formalise/document the training and development process:**
 - **Specific:** Create a detailed Training Matrix and formalise the training process for all staff.
 - **Measurable:** Ensure 100% of staff have documented training plans within 6 months.
 - **Achievable:** HR to design and implement the matrix, collaborating with other departments where required.
 - **Relevant:** Enhances employee development and compliance.

- **Time-bound:** Complete by June 2025, extend to other parts of the group by December 2025.

5. Obtain Gold Ecovadis through implementation of working policies with Silver being the lowest acceptable achievement:

- **Specific:** Implement policies and practices to achieve Gold Ecovadis certification.
- **Measurable:** Achieve a minimum score of 73** on the Ecovadis assessment.
- **Achievable:** Review current practices, identify gaps, and implement improvements.
- **Relevant:** Demonstrates commitment to sustainability and corporate social responsibility.
- **Time-bound:** Achieve Gold certification by December 2025.

6. Audit and implement a robust Health & Safety program for Nordmann UK Group:

- **Specific:** Conduct a thorough audit and implement a comprehensive Health & Safety program for all Nordmann UK Group sites.
- **Measurable:** Reduce outstanding workplace actions by 90% within 1 year, with all high priority actions closed.
- **Achievable:** Develop and enforce new safety protocols and training.
- **Relevant:** Ensures a safe working environment and compliance with regulations.
- **Time-bound:** Complete audit and implementation by December 2025.

7. Reformat and update the Legal Register to cover all legislation relevant to the business in the US, UK, and Spain:

- **Specific:** Update the Legal Register to include all applicable legislation.
- **Measurable:** Ensure 100% compliance with relevant laws and regulations.
- **Achievable:** Collaborate with subject experts and internal teams.
- **Relevant:** Supports legal compliance and risk management.
- **Time-bound:** Complete by June 2025, support other entities (India, Japan, Korea, Singapore) by December 2025.



Ross Straughan
Managing Director, Nordmann U.K. Group
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