



**The Integrated Management System Policy
of the NorPro® Soddy Daisy, TN Site
(Health, Safety, Environmental, Quality & Internal Controls)**

We are committed to continually working toward providing **a safe and healthy work environment for all stakeholders** whether they be NorPro personnel, contractors, temporary personnel, or visitors relative to all business activities at our site.

We are equally diligent in working towards compliance with **meeting and exceeding customer requirements, legal requirements, and internal Saint-Gobain requirements** such as the EHS Charter, EHS Frame of Reference, General Principles of Conduct and Action, and the Internal Controls Reference Framework (ICRF).

We are committed to **continual improvement** throughout our operations to **enhance performance** in each functional area. Key to this commitment is the maintenance of an integrated management system to ensure effective and efficient implementation of environmental, health, safety, quality and ICRF requirements.

We have established detailed **objectives and targets** in each functional area through our execution of the World Class Manufacturing (**WCM**) methodologies. Our objectives and targets are aligned with our corporate drive to achieve:

- **Zero occupational illnesses** (H)
- **Zero work related injuries** (S)
- **Zero environmental incidents** (E)
- **Zero unsatisfied customers** (Q)
- **Zero threat to company assets & financials** (\$)

Individually, all personnel are responsible for the success of our site, which contributes to the overall success of Saint-Gobain NorPro, by understanding this policy and contributing towards achieving excellence within the scope of our individual assignments.



Ryan James, Plant Manager



Tony Lombardi, Maintenance & Engineering Manager



Tom Hendrickson, Q & EHS Systems Manager



Andrew Derrick, Supervisor Office Admin & Ops Support

We establish that this Integrated Management System policy is appropriate to the purpose and context of the Process Ceramics Products manufacturing site at Soddy Daisy, TN, providing a framework for the setting of functional objectives in support of our business strategy. This policy is posted at the site level and on the company internet page to ensure its availability to employees as well as the public and other interested parties.