



OUR VALUES AND GUIDELINES

for quality assurance, cooperation
and sustainability

PURPOSE

WE

aim to provide people with comfort and protection for a better life by acting as a leading growth-oriented international company in the field of synthetic foams.

Together with our customers and business partners, shareholders and employees, we will be successful.

We will succeed together

**WE WORK EVERY DAY TOWARDS
PROVIDING PEOPLE WITH COMFORT
AND PROTECTION FOR A BETTER LIFE.**

We promote a family company spirit and put great attention on sustainability and long term partnerships in harmony with customers, shareholders and employees.

We work towards common success by identifying and satisfying true customer needs based on customer orientation and proximity.

We develop new markets and fields of application in which our products and services provide added-value or solutions to our customers' problems.

We base decisions based on facts and assumptions, are courageous and agile and take corrective actions where needed.

We challenge the status-quo, improve constantly and are forward looking, modern and optimistic.

We develop our individual skills and competence as well as our teamwork and organisational effectiveness.

HUBERT BOSTEN
CHIEF EXECUTIVE OFFICER

VALUES



BALANCE

WE MEET EXPECTATIONS IN HARMONY.

We place people in the centre of our actions and meet expectations of customers, shareholders and collaborators.



DETERMINATION

WE ACT IN A FOCUSED AND EFFICIENT WAY.

We stay focussed on our goals and achieve together results that allow us and our partners to invest for the future.



INNOVATION

WE PRO-ACTIVELY SHAPE CHANGE.

We challenge the Status Quo, working every day on improving and renewing, and aim to contribute to a better quality of life.



TEAM SPIRIT

WE WORK IN TEAMS FOR A COMMON SUCCESS.

We believe that we can achieve more together than the result of individual efforts.



MOTIVATION

WE CHALLENGE AND ENCOURAGE EACH OTHER.

Our purpose inspires and motivates us to face challenges together and with commitment and to make a contribution every day.



TRANSPARENCY

WE COMMUNICATE OPENLY AND HONESTLY.

Successful partnerships rely on mutual understanding and trust. That is why we listen to understand and communicate responsibly.



CREDIBILITY

WE DESERVE TO BE TRUSTED.

We act self-determined and with integrity, are absolutely reliable and respecting agreements and commitments.



AGILITY

WE ARE ANTICIPATING CHANGE.

We are forward thinking and open to the world, and align and act together quickly when our environment changes.



SUSTAINABILITY

WE CONSIDER SUSTAINABILITY IN THE LONG RUN AS THE BASIC PRINCIPLE OF OUR ACTIONS.

We work for future generations and encourage others, business partners and collaborators, to do the same.

OUR VALUES ARE THE COMPASS WE TRUST AND FOLLOW.

We pursue our vision to provide people with comfort and protection by sharing and promoting values that we consider fundamentally important in our private and professional life.

The following core values give a meaning and form the framework of our guidelines for quality assurance, cooperation and sustainability.

To learn more about how we see these in our company, download the NMC corporate values guidelines.

BALANCE



WE MEET EXPECTATIONS IN HARMONY.

We place people in the centre of our actions.

We do everything to understand and fulfil the wishes of our customers.

We identify ourselves with the common objectives and can fulfil our individual objectives at the same time.

We promote an open-minded company culture, characterised by communication and team spirit.

We offer and value a working place, where we feel comfortable and safe.

We offer an appropriate financial return to our shareholders, because they have invested in us and in our success.

DETERMINATION



WE ACT IN A FOCUSED AND EFFICIENT WAY.

We create added value with our products and services.

We discover growth opportunities for our business partners and ourselves and pursue them aggressively.

We increase our productivity and simplify our procedures.

We agree clearly defined objectives, think in an entrepreneurial and act in a cost oriented way.

We understand and promote the importance of the individual's contributions.

We achieve together business results, which will allow us to invest further for the future.

INNOVATION



WE PRO-ACTIVELY SHAPE CHANGE.

We develop innovative foam applications and services that improve and simplify life.

We design our processes for a quick throughput time in the interest of our customers.

We challenge the status quo and pursue the objective of continuous improvement.

We take initiative and act resolutely, in a coordinated and responsible way.

We are forward thinking, optimistic and courageous in facing changing challenges.

We create and work in an environment where performance pays and which leaves room for initiative and development potential.

TEAM SPIRIT



WE WORK IN TEAMS FOR A COMMON SUCCESS.

We promote long-term partnerships with our customers, suppliers and shareholders.

We appreciate our individuality with respect, but the higher common objective ties us together.

We are examples to each other. We encourage each other. We learn from each other.

We practice an open dialogue: clear, structured and focussed.

We use our individual skills and capabilities, and work together to resolve complex tasks.

We show interest for each other as individuals and understand customers, suppliers and shareholders as a part of our team.

MOTIVATION



WE CHALLENGE AND ENCOURAGE EACH OTHER.

We apply high standards and therefore delight our customers, colleagues, shareholders and suppliers.

We develop competence, encourage performance and support each other in our tasks.

We delegate and take over responsibilities and are committed to them.

We recognise performances and communicate these.

We use the constructive criticism of our customers, colleagues and shareholders to improve our work, products and services.

We face growing challenges with commitment and competence and measure our success compared to these.

TRANSPARENCY



WE COMMUNICATE OPENLY AND HONESTLY.

We listen carefully and ask questions pro-actively to understand and fulfil the wishes of our customers and colleagues.

We speak clearly with each other and reach firm agreements, in which our business partners, colleagues and we can trust.

We base our company communication on the requirements of our customers and promote a satisfying relationship with our communities.

We communicate clearly about facts and challenges, about company strategy and results and explain our decision-making.

We always integrate our colleagues and shareholders in this information flow, accept other opinions and encourage each other with constructive criticism.

We avoid over-communication, respect confidentiality and respect data protection regulation.

CREDIBILITY



WE DESERVE TO BE TRUSTED.

We convince, because we consult in a responsible way. We keep our product and service promises.

We work in a way, as we would like that others work for us: in a competent, friendly and reliable fashion.

We reach agreements based on clear and comprehensible commitments that we respect.

We are loyal against our superiors and colleagues and we support company decisions.

We have and assume responsibilities within the company, but also for the society and the environment in which we are living.

We respect and trust each other and are always conscientious and honest.

AGILITY



WE ARE ANTICIPATING CHANGE.

We are curious and interested regarding current and future possible developments and adapt to those.

We reduce the development cycle time for new products and services and thereby create room for increased innovation.

We develop new and efficient production technologies allowing us to offer our quality at an optimal price.

We will continue to extend our international market position in areas in which we can create added value.

We work towards common and continued success and further develop our competence through personal development and partnerships.

We are courageous and enjoy making decisions and taking corrective measures when needed.

SUSTAINABILITY



WE CONSIDER SUSTAINABILITY IN THE LONG RUN AS THE BASIC PRINCIPLE OF OUR ACTIONS.

We respect laws, regulations and internal guidelines to ensure safety and protection of people and the environment.

We promote and stimulate a sense of responsibility for safety at work and environmental protection with all our employees.

We are constantly improving our quality and management systems in order to reduce environmental impacts and to meet future customer expectations.

We continuously reduce emissions, resource and energy consumption, prevent soil contamination and avoid or recycle waste.

We take environmentally friendly initiatives and encourage the use of recycled and renewable raw materials.

We set and pursue short- and mid-term goals in order to ensure the long-term continuity of our company.

NMC BUSINESS SEGMENTS

DESIGN ELEMENTS

Create unique living spaces

TECHNICAL INSULATION

Save energy and preserve the environment

PROTECTIVE PACKAGING

Ensure your valuable goods arrive in perfect condition

UNDERLAYS FOR FLOATING FLOORS

Enjoy the silence and beauty of your floors

SOLUTIONS FOR INDUSTRIES

Upgrade the performance of your products or systems

DECKING & SHUTTERS

Gain free time thanks to easy maintenance

SPORT & LEISURE

Experience sports and leisure in a fun way

FOR MORE INFORMATION, PLEASE VISIT WWW.NMC.EU