



诺兰特精神

The Nolato Spirit



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诺兰特精神

诺兰特的价值观、信条和立场 – 如同我们在与我们的同事、客户、供应商和其他商业伙伴首次接触中就阐明的 – 是我们整个公司未来的基石。无论我们是谁、我们做什么或我们的文化背景如何，都将恪守不渝。

因此，为了更好地分享我们的价值观，我们制作了这本手册，它将我们的基本信条、行为准则和各项方针政策等汇编在一起。所有这些构成了诺兰特精神，它来自脚踏实地、商业道德和职业风范，而且自从诺兰特公司1938年创立起就成为一贯风格。

Hans Porat
集团总裁与首席执行官

The Nolato Spirit

Nolato's values, principles and attitudes – as expressed when we come into contact with our colleagues, customers, suppliers and other business contacts – are fundamental to our future together as a company. This is true whoever we are, whatever we do and whatever our cultural background.

To reinforce our shared values we have therefore compiled this booklet, which brings together our basic principles, guidelines and policies. Together, these make up the Nolato Spirit – a product of the down-to-earth, ethical and professional philosophy that has characterised Nolato ever since it was founded in 1938.

Hans Porat
President and CEO



诺兰特经营理念及愿景

Nolato's Business Mission and Vision

经营理念

诺兰特是一家塑胶产品系列高科技开发商和制造商，面向有明确市场定位的领导性客户群。

由于拥有材料和工艺方面的多年经验和精湛技能、早期介入客户项目、高级项目管理和对每个客户特定环境的详细知识，诺兰特是一位卓有成效和勇于创新的业务伙伴。

我们的愿景

诺兰特将成为客户业务伙伴之首选。

Business Mission

Nolato is a high-tech developer and manufacturer of polymer product systems for leading customers in clearly defined market areas.

With years of experience, in-depth expertise in materials and processes, early involvement in customer projects, advanced project management and detailed knowledge of each customer's specific circumstances, Nolato is an effective and innovative partner.

Our Vision

Nolato shall be the customer's first choice of partner.



诺兰特基本信条

Nolato's Basic Principles

我们的专业化水准

- 我们是专业化的，我们为长远盈利而努力。
- 我们关注客户的需要和意愿。
- 我们用创新精神将技术和经验结合起来。

诺兰特的长远盈利对我们的未来至关重要。无论我们从事什么或身处何种岗位，我们必须拥有专业化的水准并且关注盈利。

客户是我们业务的基础，我们必须始终将他们的需要和意愿放在首位。我们坚持在项目早期阶段参与客户的研发工作以提供技术支持。

用新思维方式将我们的经验和专长结合起来，将使我们更加接近我们的愿景，那就是成为客户业务伙伴之首选。

▶▶ 我们组织良好

We are professional:

- We are professional, and we strive for long-term profitability.
- We focus on the needs and wishes of our customers.
- We combine skill and experience with new ways of thinking.

Nolato's long-term profitability is important for our future. We must all be professional and focus on profitability – whatever we do, and wherever we work.

Since our customers are the foundation of our business, their needs and wishes must always come first. We want to join their projects at an early stage, so that we can contribute with our skill.

Combining our experience and expertise in polymers with new ways of thinking will bring us closer to our vision of being the customer's first choice of partner.

▶▶ *We are well organised*

我们组织有序

- 我们的业务运作建立在共同基础上。
- 我们把握机遇，出现问题随时解决。
- 我们将确保我们的业务有条不紊。

诺兰特的业务建立在共同的基础上，这些包括承诺、技能、技术和价值观。我们所有部门之间积极协作，充分发挥团队力量。

通过关注目标而承担责任和职权分配，有助于我们满足客户的需求和意愿。这也使全体员工能够根据自身和公司的条件和目标发展。

我们注重细节、严格管理、组织有序。

从一开始就正确操作，并且持续改进，理所当然应成为我们日常工作的组成部分。

▶▶ 我们肩负责任

We are **well organised**:

- We build our operations on a shared foundation.
- We take opportunities and solve problems when they arise.
- We make sure our operations are well organised.

Nolato's operations are based on a shared foundation of commitment, skill, technology and values. Active cooperation between all our units will build a Group which is greater than the sum of its parts.

Allocating responsibility and authority, with a focus on our goals, helps us to meet the needs and wishes of our customers. This also allows all employees to develop based on their own terms and goals, and those of the company.

All our operations are well-organised, right down to the smallest detail.

Getting things right from the start, as well as making continuous improvements, forms a natural part of our day-to-day work.

▶▶ *We are responsible*

我们肩负责任

- 我们积极地推进可持续性发展。
- 我们肩负社会责任，秉承公正和开放原则。

我们积极工作，努力确保我们的业务对环境产生尽可能小的影响。因此我们遵循环境方针指导条例，努力推进可持续性发展。

我们理应在业务中奉行行为准则中的道德和人文原则。

We are **responsible**:

- We work actively towards sustainable development.
- We focus on social responsibility, integrity and openness.

We work actively to make sure that our operations have as little effect on the environment as possible. We therefore follow the guiding principles of our Environmental Policy and work towards sustainable development.

We believe that following the ethical and human principles of our Code of Conduct is a natural part of what we do.





诺兰特行为准则

Nolato's Code of Conduct

诺兰特道德原则

- 我们遵纪守法
- 我们与业务伙伴建立良好关系
- 我们不参与任何非法的同业合作
- 我们避免利益冲突

我们是正直和负责任的公司。对于客户、潜在的客户、政府官员或其他社会代表，我们不提供任何违反适用法律或公认的业务和市场礼仪之外的酬赏和优惠。

诺兰特员工不得接受，任何可能或看似可能会影响我们业务决定的礼品、优惠或金钱。

我们应设法避免对公司的忠诚与个人利益相冲突的局面。

诺兰特集团对政治问题采取中立立场，无论公司名称或公司财政资源，均不得用于政治目的。

▶▶ 诺兰特人文原则

Nolato's **ethical** principles

- We comply with legislation and regulations
- We have good relationships with our business partners
- We do not engage in illegal industry collaboration
- We avoid conflicts of interest

Our external relationships feature integrity and responsibility. We do not offer customers, potential customers, authorities or other representatives of society any payments or advantages which contravene applicable laws or what could be deemed to be reasonable and accepted business and marketing practice.

Nolato's employees do not accept gifts, benefits or payments which could affect, or be seen to affect, the objectivity of our business decisions.

We avoid situations where company loyalty could come into conflict with personal interests.

The Nolato Group takes a neutral position on political issues, and neither the company's name nor its financial resources may be used for political purposes.

» Nolato's human principles

诺兰特人文原则

- 我们尊重人权
- 我们尊重员工
- 我们杜绝歧视
- 我们提供良好的工作环境

诺兰特支持并且尊重国际上维护人权的行动。我们尊重所有员工加入工会或其他员工组织，以及进行集体谈判和签署协议的权利。

我们严禁雇用童工。最低工作年龄为国家义务教育结束之年龄。在我们的任何业务中，都严禁强迫劳动。我们相信，员工努力在工作和休闲之间实现良好平衡是十分重要的。

无论是雇佣或分配工作任务，诺兰特都不会因个人的性别、宗教、年龄、伤残、性取向、国籍、政治观点或文化背景而区别对待。我们在集团内所有层面，都鼓励多样化。

诺兰特将为良好的工作环境，提供必需的技术和组织管理保障。我们持之以恒地与员工合作，以便创造安全的工作场所，而且我们经常组织有关工作环境和安全生产方面的培训。

Nolato's **human** principles

- We respect human rights
- We respect our employees
- We do not discriminate
- We offer a good working environment

Nolato supports and respects internationally-upheld human rights. We respect all employees' rights to be represented by unions and other employee representatives, as well as the right to collective negotiations and agreements.

We do not allow child labour. The minimum age for working is the age at which compulsory education ends. Nor do we allow forced labour in any part of our operations. We believe that it is important for our employees to strike a healthy balance between work and leisure.

Nolato does not treat employees differently on the basis of their gender, religion, age, disability, sexual orientation, nationality, political views or social or ethnic origin, either when it comes to employment or in terms of work tasks. We encourage diversity at all levels within the Group.

Nolato ensures that the technical and organisational conditions necessary for a good working environment are in place. We work constantly with our employees to create safer workplaces, and we arrange training on working environment and safety issues.





诺兰特环境方针

Nolato's Environmental Policy

诺兰特环境方针

对我们大家而言，环境意识是重要的，因此我们承诺为可持续性发展做贡献。我们的总体目标是，将诺兰特对环境的影响尽可能降至最低。采取措施减少我们对全球气候变化的影响，无论对我们还是对我们的业务伙伴而言，都是重要的。

ISO 14001 国际标准，构成了我们环境管理系统的基础。因此，我们所有的工厂都将执行这个标准。这样，我们能够确保以系统化和目标导向的方式管理我们的环境工作。

▶▶ 英文版请参阅第26页

■ 我们将遵守法规

- 我们将执行当前的环境立法，制订符合该国以及国际环保和工作环境立法的长远规划。

■ 我们将有效使用自然资源

- 我们将节约使用能源、水和其他自然资源，并且在选择原材料、化学产品和分销方式时，考虑环境和健康因素。

■ 我们将减少废物、排放和其他危险

- 我们将通过系统地评估事故、火灾和非受控因素对环境的排放等危险，最大程度减少我们营业的废物和排放。

■ 我们将不断完善，与时俱进

- 每次进行工艺、工厂和产品改进时，我们都将同时进行环保改善工作。
- 我们在开发新产品时，将努力使用保护环境的技术、材料和包装。
- 我们将从社会上不断增加的对洁净技术产品的兴趣中，寻找商机。
- 我们将通过评测有关指标和定期审核，评估我们的可持续性发展表现。

■ 我们将提供开放信息

- 对于环境工作，无论内部的还是外部的，我们都将提供开放和客观的信息。

Nolato's Environmental Policy

Environmental awareness is important to all of us, and we are committed to contributing towards sustainable development. Our overall objective is that Nolato's environmental impact shall be as limited as possible. Measures aimed at reducing our contribution towards global climate change are important to both Nolato and our business partners.

International standard ISO 14001 forms the backbone of our environmental management system. All our plants shall therefore comply with the requirements of this standard. In this way, we can ensure that our environmental work is managed in a systematic and goal-oriented manner.

■ We shall comply with legislation

– We shall comply with current environmental legislation and develop long-term plans in accordance with national and international environmental and working environment legislation.

■ We shall use natural resources efficiently

– We shall conserve energy, water and other natural resources, and take environmental and health-related aspects into consideration when choosing raw materials, chemical products and distribution methods.

■ We shall reduce waste, emissions and risks

– We shall minimise waste and emissions from our operations, and maintain sound emergency procedures by systematically evaluating the risk of accidents, fires and uncontrolled emissions to the environment.

■ We shall make constant improvements

– Whenever we make changes to processes, plants and products, we shall take the opportunity to introduce environmental improvements.

– We shall strive to use environmentally-sound technologies, materials and packaging when we develop new products.

– We shall seek out business opportunities arising from society's increasing interest in cleantech products.

– We shall evaluate our sustainability performance by monitoring relevant parameters and carrying out regular audits.

■ We shall provide open information

– We shall provide open and objective information about our environmental work, both externally and internally.



诺兰特质量方针

Nolato's Quality Policy

诺兰特质量方针

在诺兰特，我们通过与客户密切沟通及合作、确保每次交货都提供正确品质的产品和服务，并始终满足客户对我们的要求、需要与期待。

我们通过员工职业化培训、质保培训、良好的质量系统设计及前瞻性的改进措施，来获取这些成果。

集团的所有业务，都通过 ISO 9000 质量认证以及行业标准认证。我们将要求我们的供应商，也具备有效的质量管理体系，并且分享我们关于质保的理念。

我们将通过评测、记录偏差和进行外部审核等方式，不断评估我们的质保表现。

Nolato's Quality Policy

At Nolato, we shall always meet our customers' exacting requirements, needs and expectations with sensitivity and a customer focus, thus delivering services and products of the right quality, every time.

We shall achieve this through our employees' professionalism and commitment, ongoing quality training, carefully-designed quality systems and continuous, proactive improvement.

All the group's operations shall be quality certified in accordance with ISO 9000 and/or industry-specific certification. We also require that our suppliers have effective quality systems and share our views when it comes to quality.

Our quality performance shall be evaluated on an ongoing basis by taking measurements, recording deviations and carrying out external audits.





诺兰特信息方针

Nolato's Information Policy

诺兰特信息方针

诺兰特的信息发布，将本着开放、清楚和与所有相关方面坦诚沟通的原则。目的在于，通过有效的沟通，促进诺兰特业务发展。

在对外发布信息时，诺兰特将：

- 在正确时间和以正确方式提供具有重要性的信息。
- 通过保持特殊沟通渠道和程序，确保信息可信性。
- 符合各种法律、规定或股票上市协议的要求，并且兼顾适用的股票市场规则和一般行为规范。
- 一视同仁平等对待所有股票市场参与者和利益方。

Nolato's Information Policy

Nolato's dissemination of information shall be characterised by open, clear and straightforward communication with all relevant parties. The objective is to promote Nolato's operations through effective communication.

In the external dissemination of information, Nolato shall:

- Provide information of material importance at the right time and in a correct manner.
- Ensure the reliability of the information by maintaining specific communication channels and procedures.
- Meet the requirements of all laws, regulations or listing agreements, and observe the stock market regulations in effect and generally accepted practice.
- Treat all stock market participants and interested parties equally.

Rules for applying the Information Policy can be found at www.nolato.com/informationpolicy

