



Quality & Environment Management Statement



180 Years of Experience



Diversification:
Start of telescopic
slides and curtain
rail hardware

1950's

Start of the
Regout Group

2008

The Regout Group
grows by Melamo
Stainless Modules

2010

The Regout Group
grows by Regout
Balance Systems

2016

1800

1834

Thomas Regout
manufacturer of
nails and spikes

2008

Window Decoration and the
Telescopic Slides department
separates into 2 companies:
•Thomas International B.V.
•Thomas Regout B.V.

2009

The Regout Group
grows by creating
a joint venture:
Anchis Technology
B.V.

2012

The Regout
Group grows
by the
acquisition
of drillmasters

2017



Currently 3 companies are based in Maastricht:

- ☒ Thomas Regout International B.V.
- ☒ Thomas Regout B.V.
- ☒ Regout Balance Systems B.V.



Thomas Regout International B.V. High end ball bearing slides



For many decades Thomas Regout International B.V. has specialized in the development and production of telescopic slides and sheet metal products. The company has managed to build a world renowned name for itself as a specialist in these fields.



Thomas Regout B.V. Window decoration hardware systems

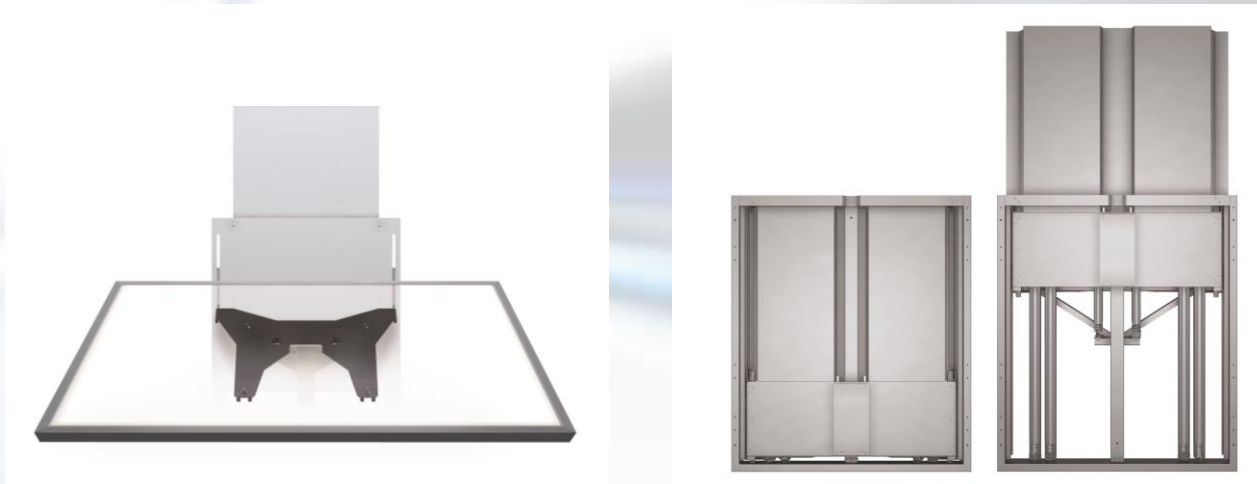


In the European market especially, Thomas Regout B.V. has created a solid marketplace as the provider of ingenious curtain rails and retracting systems from steel and aluminum.



Regout Balance Systems B.V.

Research and technology expertise in movement



The production of vertical balance systems and related items has been recently added to the range. Regout Balance Systems B.V. offers these products to a worldwide range of customers.



The Thomas Regout Board of Directors give a high priority to:

- ❑ An efficient Quality and Environmental policy aimed at consistency of the quality level, where satisfaction of the external and internal customers are the main priority.
- ❑ Knowing the expectations, wishes and demands of the customer and thriving to fulfill these to the fullest level.
- ❑ Conducting business in an ethical way according to the spirit of norm SA 8000.
- ❑ Comply to the applicable legislation and regulations.



The Thomas Regout Board of Directors give a high priority to:

The quality objectives are part of the long term strategic plan. For the short term, these are translated into an operational plan.

The objectives are made public in the organization during dedicated sessions. In order to implement the policy in the most effective way, the Thomas Regout Board of Directors, chose for a quality system, to meet the demands of ISO/TS 16949:2009 (in future IATF 16949) and ISA 9001:2008 (in future ISO 9001:2015).

The system contributes to a continuous improvement of the organization in all aspects and is aimed at improved teamwork within the organization.

- ☑ The ISO 14001 management system applies to all 3 companies based in Maastricht.
- ☑ The ISO 9001 management system applies to all 3 companies based in Maastricht.
- ☑ The ISO TS 16949 management systems applies to Thomas Regout International B.V. .

Studies show specific automotive customers value certification according to this norm.

The board of Directors delegated the responsibilities together with the necessary authorization to the Quality Environment Health and Safety manager, who is, amongst other duties, in charge of setting up, implementing, monitoring and keeping up the level of the management systems. The performing of internal audits, where surveillance of the implementation of the procedures in all departments and disciplines is of primary importance.

The surveillance and implementation of the management systems in a department, is part of the responsibilities of the supervisor of the department concerned.



The environmental policy of Thomas Regout

The environmental policy of Thomas Regout applies to all strategic, primary and supportive processes of the Maastricht branch and is aimed at:

- ☑ Fulfilling the demands of the Legislation and regulations and other by Thomas Regout specified demands applicable to the environmental aspects of their activities.
- ☑ Limiting of necessity of inspections by the government
- ☑ Continuous improvement regarding environmental achievements .
- ☑ Having a good relationship with the surroundings, by listening to and acting on complaints and wishes of the community.
- ☑ The reduction of energy consumption and the amount of waste, where and when we can.

In order to achieve this goal:

- ☑ The Board of Directors of Thomas Regout has chosen an environmental system which complies to ISO 14001:2004 (in future ISO 14001:2015)
- ☑ An improvement track will be identified on a yearly basis. The actions coming from this improvement track will be named and recorded in the environmental action plan.
- ☑ Means for improvement will be made available
- ☑ Thomas Regout choses to practice production in a sustainable way reducing or limiting damage to the environment , both internal as external, as much as possible.
- ☑ The Board of Directors has delegated the responsibilities and competences to the environmental coordinator.



The environmental policy of Thomas Regout

The Occupational Health and Safety guidelines of Thomas Regout are applicable to all strategic, primary and supportive processes and are aimed at:

- ❑ The fulfillment of the applicable laws and regulations and the striving for a safe working environment.
- ❑ Accomplishing agreements with the customer in a way that safety, health and well-being of our employees, visitors and customers is guaranteed in a way they will not be exposed to unacceptable risks, personal harm, fire, damage and exposure to dangerous goods.

In order to achieve this:

- ❑ The Board of Directors of Thomas Regout has chosen an occupational health and safety system mainly following the demands of OHSAS 18001:2007.
- ❑ An improvement track will be identified on a yearly basis. The actions coming from this improvement track will be named and recorded in the Occupational Health and Safety plan.
- ❑ Means for improvement will be made available.
- ❑ Thomas Regout chooses to practice in a sustainable way to be expected of Thomas Regout to prevent exposure to unacceptable risks.

The Board of Directors has delegated the responsibility to the Health and Safety coordinator.



Socially responsible entrepreneurship

Mission: We bring comfort by making linear movement reliable, solution focused, in a sustainable way and easy to integrate into systems.

We want to be the market leader by offering comfort to our customers and users of our products. We create solutions by means of our high quality products, that do not impact the environment, instead protect the environment by means of applicability in sustainable systems. We achieve this by choosing to be a reliable partner to our customers with a positive, innovative company culture that aims at the wellbeing and development of human beings.

We work according to the 3P principle:

- ☑ People: The people determine the factor of our success. In our goals we state that we want to be part of the most attractive employers in the region.
- ☑ We put a focus on durable efforts of our employees. Amongst striving for a culture in which people can develop themselves, take decisions independently and aim for the maximum results.

- ☑ Planet: During the exercising of our activities in our line of work, we strive to be best in class in relation to the environment. This means: zero waste for our material usage, CO2 neutral consumption of energy and in no way at all to burden our direct environment (noise, quality of the surface water)
- ☑ Profit: profit remains the foundation stone when it comes to the continuity of our company. No concessions will be made. Our activities will always be aimed at increasing the value of money or by reducing cost in a durable way.



Socially responsible entrepreneurship

Our goals are:

- ❑ Reducing the use of energy by 15% by 2020
- ❑ Reducing waste by 30% by 2020
- ❑ Creation of an open and enterprising culture, belonging to the top 5 of the most attractive employers on a regional level.
- ❑ We achieve this by:
 - ❑ Performing of an energy scan and implementing actions based on the results of this scan
 - ❑ Focusing on the reduction of waste by means of process improvement
 - ❑ Age considering staff policy aimed at sustainable employability of employees
 - ❑ Self-direction, by which people are more capable to develop themselves and to organize their workload in the most effective way.
 - ❑ Investing in energy reducing and human unburdening automatization in the production environment
 - ❑ Improvement of our products by means of a Life Cycle Analysis

Conflict Free Sourcing

- ❑ “Conflict Minerals” with their origin in the democratic republic of Congo will be excavated and sold by military movements in order to support their acts of violence. Some of these minerals find their way in the regular supply chains of products all over the world. Those minerals are not to be found in our general products, however it is our responsibility as a company to respect the human rights and our supply chain will distance itself from the way these minerals were obtained. It is our goal not to finance these militia by not using tin, Tungsten, Tantalum and gold from conflict minerals areas. We expect our suppliers to act in the same way.
- ❑ In order to support this policy we adjusted our purchase conditions and we will, where needed, take the necessary measurements in order to ensure demonstrable DRC conflict free minerals will be used by our suppliers.



Business continuity

- ❑ Risks threatening the continuity of an organization are diverse. They vary from disasters like fire to cyber terrorism.
- ❑ Not withholding the nature and cause of distortion or crisis, the consequences may influence the activities of a company. The policy of Thomas Regout is aimed at guaranteeing the continuity of the company and its processes.



In the end, our key value drivers



“We guarantee movement in any direction using the highest quality standards.”

Ed, Quality



“Customers worldwide are thrilled to find that we have a solution for their specific sliding challenges.”

Natascha, Sales Support



“We co-create together with our customers and therefore offer custom-made solutions.”

Ronald, Research & Development