

Rogers BVBA

Quality-, Environmental- and Well-being-Policy

The Quality-, Environmental and Well-being-Policy of **Rogers BVBA** supports the **Vision** and **Mission** of Rogers Corporation, which is illustrated in **Strategies for success** and **Core Values**.

We are committed to enable the success of our customers through the development/engineering, manufacturing and distribution of **high-performance material and product solutions**. By providing creative and innovative solutions, we help our customers in successfully addressing present and future **challenges**. We build long term relationships with our customers through **customer focused services, technical support, local presence** and **worldwide coordinated activities**. Internal communication is supported by worldwide integrated Information Technology Systems.

We define our **key goals for success** in 5-year strategic plans, taking into account the broader context in which our activities are situated, and turn these into specific approaches in the yearly business plans. Rogers BVBA is a **process-driven organization** where every process owner yearly sets challenging and well-chosen targets. These process targets are deployed throughout the entire organization by setting individual targets for every employee which are followed up by performance appraisals.

We engage ourselves :

- to **comply** with all **relevant legal requirements, customer demands and other stakeholders demands**
- to **increase customer loyalty by complying with requirements, continually improving and striving for 'first time right'**
- to strive for a **safe and healthy working environment** by **limiting risks** in each welfare field through which accidents and health damage are avoided,
- a **pleasant and fraternal work environment** where violence, harassment or sexual harassment will not be tolerated,
- to hire **the best people** for every process and to drive them to take on opportunities for self-development and growth as we continue to grow our business,
- to apply the **best available techniques**.

This leads to :

- a **good relationship** with all **stakeholders**,
- the **prevention** of **environmental pollution**,
- the **efficient utilization** of **energy** and **natural resources**,
- employees who can **function optimally** in a **safe and healthy working environment** where they can develop their talents.

An integrated management system according to **ISO 9001, ISO 14001** and **IATF 16949** provides a basis for implementing this policy. Through regular customer & employee satisfaction surveys, internal & external audits and assessment of the process targets, we strive to **continuously improve** our performances in terms of quality, environment and well-being.

Marc Beulque
Vice President Global Operations
22 February 2018

