



NOBEL  
MANUFACTURE

## COMPANY CHARTER

### PREFACE

The company charter of Nobel Manufacture sets out the vision, the mission and basic values of our company. It explains our commitment to our clients, partners and suppliers, and to the environment. Each employee is encouraged to think and act in their professional work according to these guidelines, and thus contribute to the success of the company.

### 1. OUR VISION

Our vision is to keep craftsmanship at the heart of our business so as to offer Nobel Manufacture's clients authentic products with guaranteed traceability (traceability relating to the origin of materials, the history of the products, the distribution and placement of the products after delivery).

## 2. OUR MISSION

Our mission is to position ourselves as the trusted partner for the requirements of our clients or business partners for high quality leather goods. This includes several types of products: luxury business gifts, POS (point of sale advertising), after-sales service, environmental products (e.g. presentation trays, leather cases).

## 3. OUR VALUES

### *Passion*

We work on skins with passion to produce exclusive very high quality leather goods. We wish to show our love of the craft and highlight our traditional and authentic know-how.

### *Well-being*

We undertake to maintain a positive attitude, motivate each other and keep sources of stress to a minimum.

### *Respect*

We respect our colleagues, we listen to what they say and are available to them. We are respectful to our suppliers and business partners. Our actions respect the raw materials used and the environment.

### *Equity*

We take care to consider the ideas of each person at every level of the business and without hierarchical distinction.

### *Confidence*

Conversations between colleagues, with suppliers or clients take place with complete transparency and integrity. We treat each project with complete discretion.

#### **4. BUSINESS RELATIONSHIPS**

Our business ethic aims to maintain healthy and lasting relationships with our business partners and clients.

- **Respect for confidentiality**

We protect, treat and maintain personal and business conversations with the greatest confidentiality in the context of business relationships.

- **Zero tolerance of discrimination**

Our business culture encourages diversity and openness towards others. We accept no discrimination and ban all actions of this sort.

- **Transparency**

Nobel Manufacture attaches great importance to transparency of communication. As with internal communications, business affairs - relationships with clients and business partners - must be handled fairly and precisely, and reality must always be the watchword.

- **Commitment**

We undertake to act while respecting the high standards of internal diligence. The care taken with our work complies with the very high quality standards in regard to products and services.

#### **5. RESPECT FOR THE ENVIRONMENT**

We act continually with respect for the environment and have put in place a sustainable ecological production policy. Our traditional production allows us to minimise our energy consumption, because the use of machines is almost nil. The only chemical product used in our manufacturing is the glue which complies with the European regulations REACH. Our craftsmen are protected from chemical substances present in this glue with the appropriate equipment.