

## Our Values :

- **INITIATIVE :** Initiative and creativity are necessary to progress.  
It's all about trying, trying new things.....
- **TRANSPARENCY :** To try new things, means making « mistakes ». These « mistakes » are a part of our progress and learning procedure. Progress is impossible if we hide our failures or if we blame others.  
This is what we call HONESTY.
- **TOGETHER :** Rigour is what we measure and which can only be considered with facts and figures.  
Each one of us has only a restricted view of his function and his specialty. No decision can be taken by a majority against a minority. Everybody needs to be able to feel good at work and feel comfortable doing his job.  
COHESION and RESPECT are the values of teamwork.

## Our Principles of Quality management are :

- **EMPLOYEES :** Allow each person to become an actor of his/her mission within limits as broad as possible and to be proud together for the obtained results. These are the conditions to accomplish its mission in the best possible way.
- **CUSTOMERS :** Our goal is to obtain the recognition of our customers by participating to the succes of their projects, by solving their assembly problems and by proposing technical and cost effective fastener solutions.
- **SUPPLIERS :** Include our suppliers in the development of our projects.
- **SHAREHOLDERS :** Create value by expanding and developing the company.
- **PARTNERS :** Participation and promotion of our territory together with our local partners.

This Quality Policy is based on a Management system which is searching for constant improvement of our procedures.

The CEO, Eric Massebeuf