

TMD Friction Group Policy for Quality, Health, Safety and Environment

With increasing globalisation, TMD Friction is committed to work with our customers to supply friction solutions that are fit for purpose according to the high quality levels of the friction industry from selected locations around the world.

In order to achieve this, TMD Friction has a corporate policy based on a set of core values which we call PASSION. It is the framework document which defines TMD's group-wide Quality, HSE and improvement standards in order to maintain our position as a reliable supplier of high quality friction solutions.

Management systems

- All TMD sites already have or will maintain a Quality and HSE management system.
- TMD verifies compliance with internal and external requirements through audits and ensures compliance with international standards, i.e. ISO 9001, ISO/TS 16949, ISO 14001, ISO 50001 and OHSAS 18001.

Environmental Protection and Occupational Health and Safety

- Health and safety of all our employees including the employees of contractors and visitors is a top priority.
- TMD Friction is committed to maintaining a robust Health and Safety management system that protects its employees, visitors and contractors from injury or illness.
- We shall protect the environment, efficiently use environmental resources and continuously improve the energy efficiency of our processes, equipment and buildings.
- TMD will allocate adequate resources to consistently reduce the environmental impact of our business, and to provide a safety and healthy work environment.

Employees and leadership

- Qualified and committed employees with clear responsibilities and working in teams are key factors to achieve our objectives. Ongoing training and leadership development will enhance their knowledge and effectiveness.
- We lead the organisation based on sincerity and optimism; we will never give up solving a problem.
- As a symbol of strength, we say and do the right thing.

Business partners

- By clearly understanding our customers' requirements and integrating these into our processes, TMD Friction will jointly ensure customer satisfaction.
- With an integrated sourcing strategy, partnership with our suppliers is essential to TMD Friction.
- We understand long-term partnerships with our business partners as the basis for mutual profit.

Our products and services

- Already during the development of our products we strive for the reduction of the environmental impact along the life cycle.
- TMD Friction is committed to comply with relevant legal, regulatory and other requirements.
- Risk and product safety management is part of our management system.

Continuous Improvement

- Based on the Kaizen methodology, sustainable continuous improvement together with product and process innovations are key elements of our company culture.
- In order to improve our Quality and HSE performance we annually set ourselves ambitious targets.
- A fact driven approach represents the basis for problem solving, root cause analysis and decision making.


Our responsibility

- Compliance with our Quality and HSE standards is the objective of our employees at all times.
- Enhancing Quality and HSE awareness at all levels is a permanent leadership responsibility.

This Policy is binding on all TMD Friction companies.

Luxembourg, January 2016

TMD Friction Group


John Hudson
Chief Executive Officer
and President


Frank Malburg
Senior Vice President
Group Manufacturing


Sascha Koschinski
Group Quality


Nils Marder
Group Manager
Risk and HS&E