



The Integrated Management System

Nash – Zweigniederlassung der Gardner Denver Deutschland GmbH

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2. Company

2.1 Foreword

Dear customers,
Dear staff members,

Nash is globally known as the leading manufacturer of high-quality vacuum pumps, compressors, blowers, centrifugal pumps, systems, and services.

The fact that we are part of a parent company, Gardner Denver Inc., that operates on a worldwide level, allows us to provide our engineering services, brands, sales and marketing activities, and expertise across and beyond oceans, time zones, language barriers, and cultures.

Additionally, being a company with a history of tradition spanning across a hundred years allows us, on one hand, to look back on a comprehensive quality policy that guaranteed our lead at an international level, and, on the other, to be known as a trendsetter in the field of vacuum and compressor technology and to explore innovative paths as a provider of customer-specific, system-specific, and service-specific solutions.

The continuous optimization of our management system is designed to help us provide high-quality products and solutions for our customers and ensure that these products and solutions are custom-tailored to meet their individual needs. Being ISO 9001, ISO 14001, ISO 45001, SCC^P and ATEX certified is, of course, something that is understood in the process of achieving this goal, and lean management techniques are so integrated into our processes that they are part of our daily business. Cost-effectiveness issues, as well as our absolute belief in the fields of occupational health and safety, quality, customer, service and environmental protection constitute the guidelines behind our operations, and as a result are also basic elements of our management system, which is described in this handbook.

The only way in which the full benefits of our system can be obtained is to adhere to, apply, and continuously improve these rules in daily practice, which will also contribute to the continuous optimization of quality, costs, and delivery capabilities, preserve the environment, and ensure occupational health and safety at a company-wide level.

We look forward to working together with you as partners in order to make these goals a reality.

Signed: Rob van den Akker – Managing Director



Signed: Oliver Albert – Management Representative



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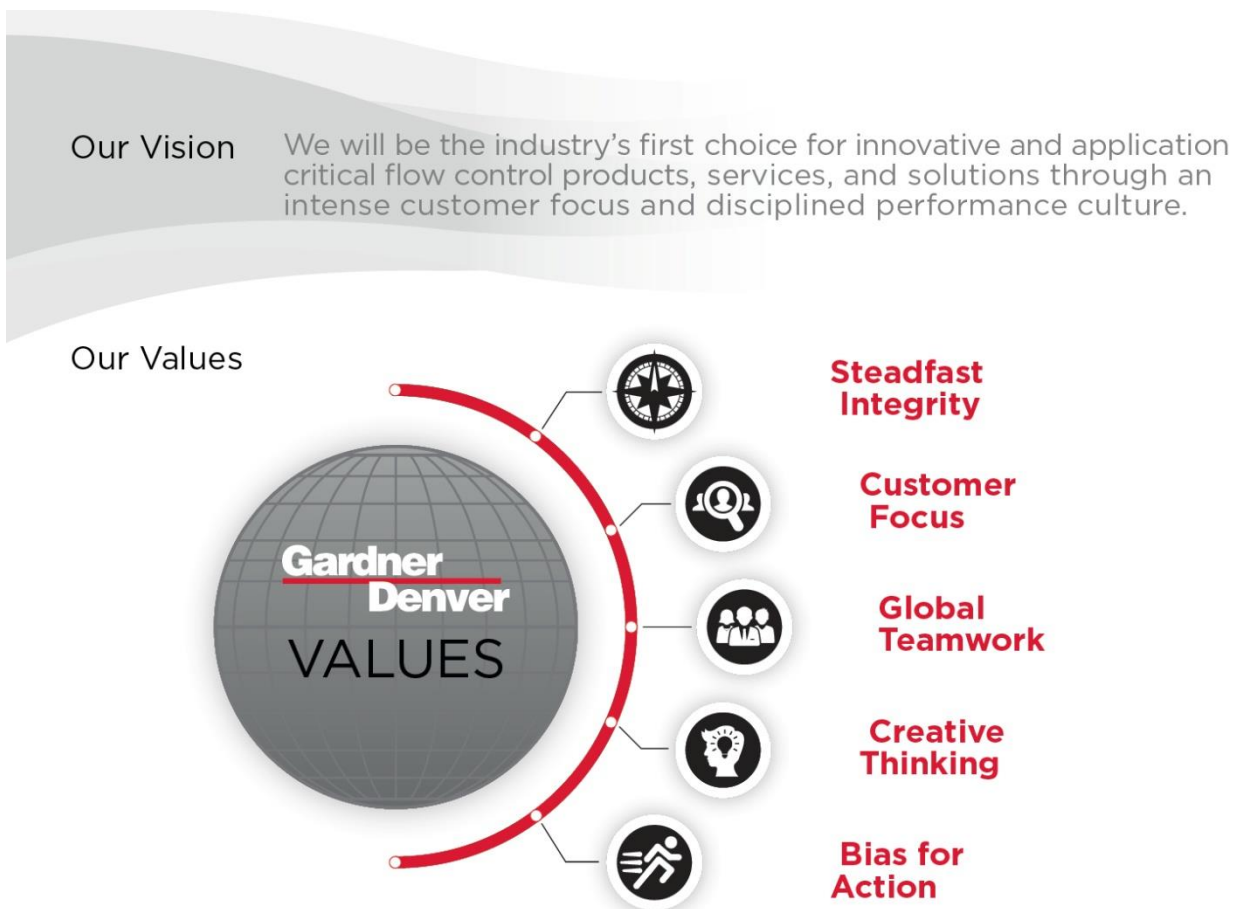
2.2 Scope of Application

The management system described in this handbook applies as a binding basic principle for all Nash subsidiaries in EMEA.

2.3 Scope

Development, sales, engineering, manufacturing and service for liquid ring vacuum pumps, - compressors, blowers, ejectors, screw pumps and systems

3. Vision - strategic goals



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3.1 Steadfast Integrity

We are honest in our dealings with others, we keep our promises and we take responsibility for our actions. We act with the highest level of integrity. We follow all Company policies and laws. Simply put: we do what is right... even when it is not easy.

3.2 Customer Focus

We put the customer first. We understand and make what the customer wants, we deliver it on time and we take care of the customer before, during and after the sale. We deliver high quality products and stand behind them. We are always looking for ways to help our customers improve their business by providing the right engineered applications for their most critical processes.

3.3 Global Teamwork

We think and act globally without walls or silos. We are a team no matter if our colleagues sit next door to us or are in offices half way around the world. We value different opinions. We respect the different workplace practices that exist throughout the world and are sensitive to local cultures and practices. We work together and we win with our exceptionally talented global team.

3.4 Creative Thinking

We think differently. We embrace change and adapt to our customers' needs. We focus on getting to the right answer for our customer in today's world, not on simply repeating what worked in the past. We strive to bring new and creative solutions to our customers through innovation, research and development. We have been innovating for nearly 160 years, and we are not going to stop tomorrow.

3.5 Bias for Action

We act. We get things done. We avoid paralysis by over analysis. Although we always take time to plan, we know when to stop planning and start doing. We focus on quality, but we are fast and nimble too.

It is Gardner Denver's policy that its' operations worldwide comply with federal, state and local laws, statutes, regulations and ordinances regarding environmental protection, occupational health and safety, fire protection and physical security. The Company believes that providing a safe and healthy workplace and compliance are consistent with the Corporation's business purpose. Accordingly, the Company is committed to compliance with the law and conducting its' business by utilizing sound environmental, health and safety practices.

Every employee is entitled to work in an environment that promotes safety and health.

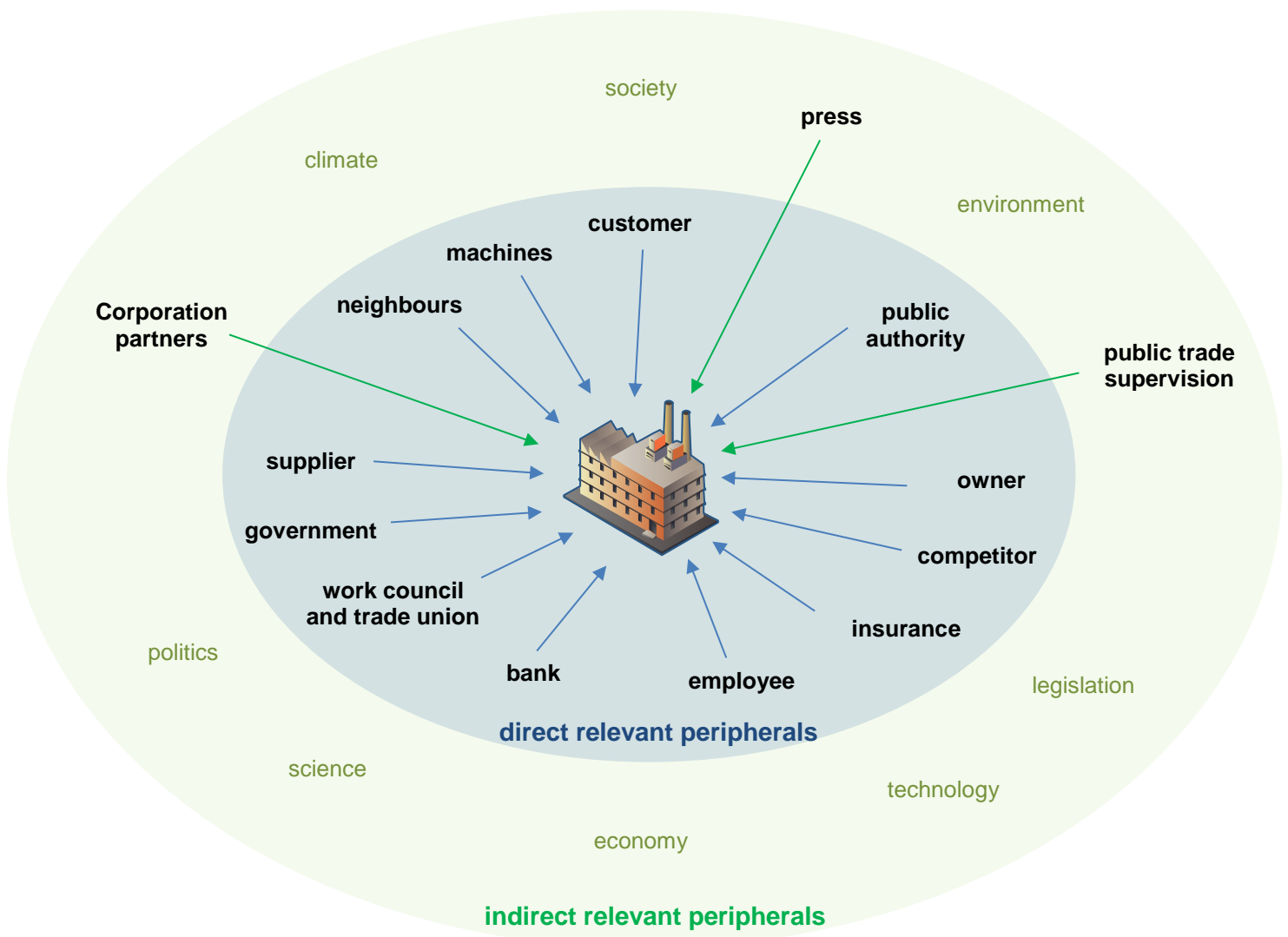
All employees have an obligation and the authority to identify and take immediate action to prevent injury from unsafe actions and conditions and to prevent regulated materials from being released to the environment.

Gardner Denver will strive to eliminate or significantly reduce, in a cost effective manner, those waste streams and emissions generated by its' manufacturing operations, particularly those that are of concern to environmental regulatory agencies.

4. Policy

Gardner Denver is committed to provide on-time delivery of competitively prices products and services that meet or exceed our customers' requirements. We will achieve this by maintaining a quality system devoted to the prevention of quality deficiencies and to continuous improvement. We respect our relevant stakeholders in our processes.

4.1 Context of the organization



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Therefore, we define for our relevant stakeholder:

4.2 Customers

We understand the needs of our customers. We follow his demands and give advises. We meet dates and support our customers before, during and after the project.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Claim for compensation, penalty, rework, warranty	Possibilities of Aftersales, business continuity, bond of trust	Right product at right time in right quality	Following the processes consequently	Comparison target and actual continuously	OTD, Warranties

4.3 Employees

Employees are our most important resource. We are taking time to understand the concerns of our colleagues and try to realize the best possible. The Company believes providing a safe and healthy workplace and to comply with legal requirements are in accordance with Corporation's business purpose. Accordingly, the Company is committed to compliance with the law and conducting its' business by utilizing sound environmental, health and safety practices. All employees have an obligation and the authority to identify and take immediate action to prevent nonconforming actions and conditions.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Accidents, fluctuation	Qualification, additional trainings, stabilizing culture	Compliance to the working contracts of both parties.	Working close together: HR, Management, EHS	Jourfix Personal contacts	Illness Risk evaluation of psychological impacts

4.4 Owner

Being a company with a history and tradition spanning across a hundred years, we had diverse owners. Of course one of our main targets are making money but not for any price. Ethical and responsible action are the focus of our processes. Accordingly, the company is committed to complying with all laws and to apply appropriate practices to protect the environment, health and safety and legality in all business activities.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Missing profit, negative image	Growing and increasing profit by strong structure	Profit	Exact cost calculation, focus on cost awareness	Continuous cost control	EBITDA

4.5 Suppliers

All suppliers are obliged to agree with the Gardner Denver Code of Ethics and Business Conduct. In the same context, the supplier has to announce benefit assumptions of Gardner Denver employees (value-relevant gifts, money and other favors).

Suppliers are regularly evaluated with regard to their delivery quality and delivery and forwarded to them. The assessment is used to supplier audit and measures under supply management.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Late or failures in deliveries	Supplier education, generating knowledge	Failure free products at right time.	Supplier management	Continuous information transfer manufacturing – quality - procurement	Failure reports, failure costs

4.6 Banks

In cooperation with the banks, we are constantly working to minimize risks and to make money transfers as easy as possible. Ethical guidelines are the basis for our actions.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Unbalance of available financial resources and needed financial resources	Lowering risks for international cash transfer	Proceeding cash transfer at right time	Accounting	Principle of 4 eyes	Cash flow

4.7 Work council/ Trade union

The employees are represented by an elected council committee, which monitors compliance with labor laws, regulations and collective agreements. Between Management and work council, there is a trusting relationship, which is characterized by mutual respect, for the benefit of workers and of the operation.

The Nuremberg Company is member in the VBM (Association of Bavarian Metal industry) and accepting all labor agreements of the Trade Union IG Metall and follow them. This ensures binding and predictable conditions for extended periods.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Misuse of power	Characterizing company culture	Fair and targeted negotiations Good infrastructure	Jour fix town hall meetings	Knowledge of expectation of involved parties	Risk evaluation of psychological impacts

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4.8 Insurances

Working together with insurances will end in lowering financial risks in cases of incidents. Therefore, we allow them a detailed view in our daily business. Comments for improvements are requested and welcome.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Loosing insurance protection	Improvements of system	Following conditions of insurances	Centralization by shared services	Business disaster plan	incidents

4.9 Authorities

It is a fundamental rule of Gardner Denver that all its worldwide operations have to observe all federal, state and local laws, rules and regulations of environmental protection, occupational safety and health, fire and theft protection, commercial law, customs law, and many others.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Lack of knowledge of requests	Compliance no fines	Honest and open collaboration	Open discussions	Competences of involved persons	-

4.10 Neighbors

We are aware that we have an impact on our immediate area. Gardner Denver will seek commitment to eliminate the impact of its manufacturing plants like generating waste streams and emissions in an economical manner or substantially reduce them.

Risks	Chances	Expectation	Operating implementation	To-do	KPI
Emission	Open communication	Low noise and no Emission	We are green flyer Ruled communication	Business disaster plan	Neighbor contacts

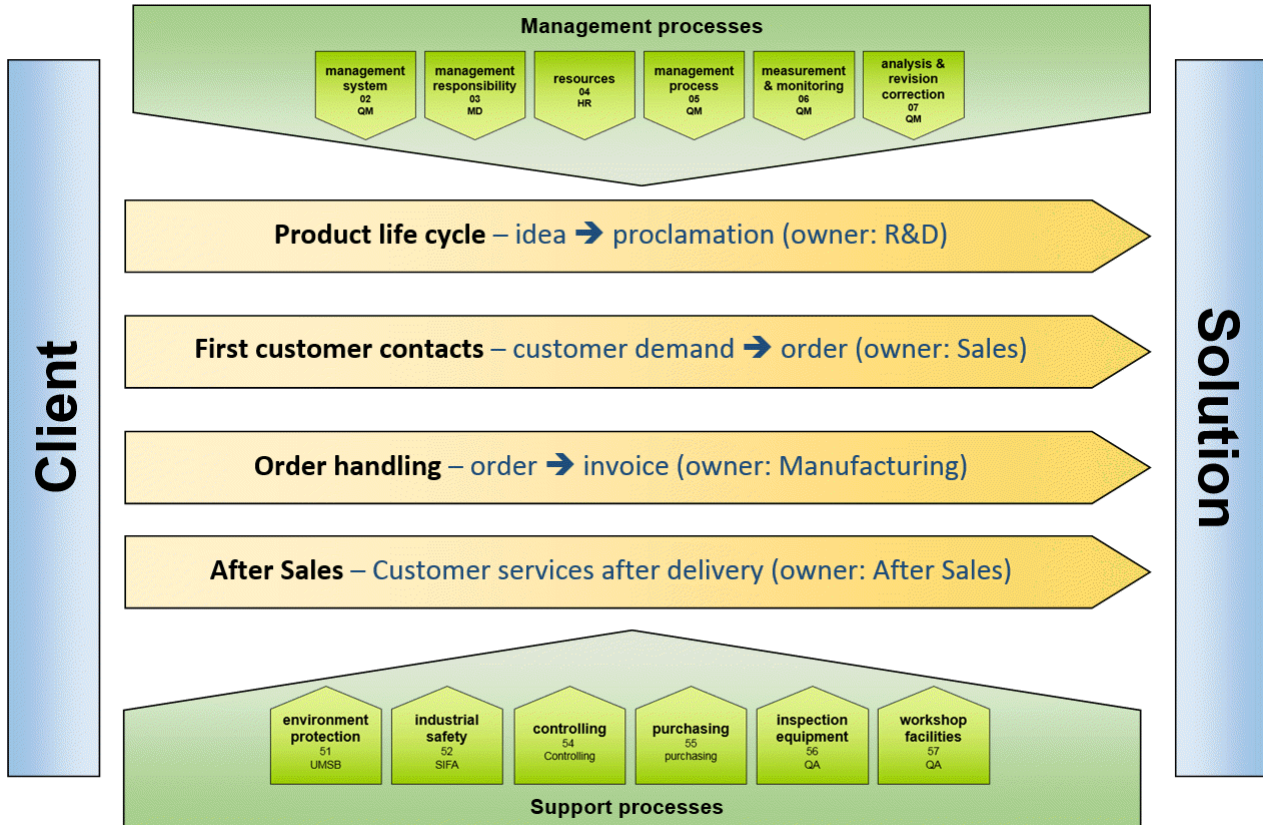
The described topics of our vision is described, communicated and followed. However, the system is looking to other stakeholders besides the customer, too. Further, the solution of our processes has changed. In the past, the focus was the product was delivered at right time with right Quality. Nowadays additional topics has to be respected as customer satisfaction, psychological risks for staff, services and the complete After Sales. This is generating the operational goals.

5. Operational Goals

Our operational goals have a validity period of one year and are developed, agreed and tracked. Accordingly, reporting is effected by means of a bottom-up approach. All goals and targets are combined and tracked in policy deployment and growth room chart which is discussed on a weekly (growth room) and monthly (PD) basis. Actions are defined if applicable and reported to headquarter. Personal goals are set during employee meetings.

6. System Management

6.1 Processes



The sequence, risks, interaction, planning, and handling of these processes are all defined in the corresponding process descriptions. The flow of information and the measurement, analysis, and process improvement criteria are defined as well.

6.2 Planning

6.2.1 Program

The management program uses an analysis of all relevant aspects in order to define measures designed to achieve the corresponding objectives. CIP, the Continuous Improvement Process, is used to record and implement the program, audits, Kaizen measures, and sometimes daily events as well.

6.2.2 Laws and Other Requirements

Gardner Denver Nash strives to comply with or exceed the requirements of all relevant and known laws (e.g., occupational health and safety laws), regulations (e.g., as set by the relevant Employer's Liability Insurance Association) and directives (e.g., 2014/13/EG – ATEX). We work together with authorities, institutions, qualified partners ([VDMA](#), Siemens), and the "Umwelt online" in order to continuously expand, maintain, and revise our knowledge and the incorporation of relevant laws.

All appointed and commissioned individuals are responsible for their own legal research. Compliance with all applicable laws is checked by means of internal audits, among other mechanisms.

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7. Management Responsibility

7.1 Responsibility of Top Management

The individuals that make up our top management level are aware of the fact that they are ultimately responsible for every single action within the scope of our relations, and therefore comply with their corresponding obligations.

7.2 Organization

7.2.1 Structure

The organizational chart shows the company's structure and organization. Moreover, we have regulations regarding authorized signatories.

7.2.2 Responsibilities and Accountability

Both responsibilities and accountability are established by means of organizational charts and workplace descriptions, or in employee meetings, with goal definitions.

7.3 Management System Review

The management system is evaluated at least once a year. Once a month it is checked during MM Meeting.

The results and measures from the CIP list, with preference for priority levels 1 and 2, are used as input for the management review. Both location-related aspects and the ATEX report constitute other elements used in the review.

8. Resource Management

8.1 Infrastructure and Equipment

The required infrastructure regarding personnel, machines, tools, IT hardware, software launches/migrations, laboratory equipment, and space is planned for the medium and short terms on a yearly basis.

8.2 Work Environment

The managing director, with assistance of company physician, occupational health and safety specialists and management representative, is responsible for creating and maintaining a comfortable work environment.

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9. Measurement, Analysis, Improvement

9.1 Customer Satisfaction

The company performs a customer satisfaction analysis on the basis of key customer accounts. Further analyses are conducted if and when required.

9.2 Improvement

The management system's effectiveness and its processes as a result, are continuously improved through the consistent application of corporate guidelines and the tracking of objectives in the corresponding programs.

Every single staff member in every area contributes to the Continuous Improvement Process (CIP). Work area-based improvement proposals are discussed and implemented regularly and on site on Kaizen boards. In addition, there is an internal employee suggestion system in which every staff member can participate. Forms are provided via the Intranet (under the "Infothek" heading) and through other means.

The incorporation of lean methods, the effective processing of customer proposals, and the CIP all make it possible to increase the efficiency and effectiveness of our processes. The adequate combination of these three elements forms the basis of our operational goals, which in turn are intended to maximize the value of our products for our customers.

9.3 Lean

In order to increase efficiency and enhance productivity, processes are managed with Lean tools. Work processes that do not add value can only be reduced or condensed once these prerequisites are met. So-called value stream mapping is used in order to analyze the proportion of added value and "waste" in work processes. Every work step, extending from any customer inquiry to the delivery of a complete product, is accurately analyzed so that activities that do not add value are detected immediately and can be reorganized in a more efficient manner by means of Kaizen Bursts. Kaizen is a life and work philosophy from Japan in which continuous improvement is always strived for. Many additional lean methods are also used in order to continuously increase productivity.

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10. Changes

Revision	Reason of change	Name
01	New Managing Director, Add point „6.3 Lean“	Albert
02	Change of company name: Gardner Denver Nash to Nash – Zweigniederlassung der Gardner Denver Deutschland GmbH Implementation of Mission Statement Implementation of SCC procedure	Albert
03	New Managing Director	Albert
04	Scope change	Albert
05	Gardner Denver Way eliminated + updated strategy definition	van den Akker/ Albert
06	Revised Vision, strategy and goals according GD guidelines	Albert
07	Replaced “Rack – Recht im Betrieb” with “Umwelt online”	Albert
08	Process land scape updated, ATEX standard updated	Albert
09	Cancelled KPI from process landscape, added new chapter: transferring vision into goals (stakeholders)	Albert
10	Quality policy added, process landscape revised, bank details added	Albert
11	Insurances added as interested party, Definition of risks, chances, expectations, implementations, to dos and KPIs of interested parties.	Albert
12	Add context of the organization, add screw pumps as scope	Albert