

THE CODE OF CONDUCT



Winning is nice
if you don't
lose your
integrity in the
process

Dear colleagues,

At TQC, we are in the business of high purity. Our customers are not interested in just any quartz — they choose TQC because they know we deliver exceptional product quality and are on the cutting edge of industry technology. Our commitment to innovation drives us to find new ways to achieve even greater purity to meet the requirements of the most demanding applications. But this quest does not just apply to our products: As you will see in this document, it also applies to how we do business and to our own behavior. We must maintain impeccable ethical standards in all we do.

We enjoy rich diversity at TQC, from the cultures that have shaped us to our everyday job responsibilities. The only areas where we should strive for uniformity are product quality and commitment to the values described in this document. These values encompass three main topics: Caring for and making each other successful; respect for our communities and our natural world; and integrity in our interactions with customers, suppliers, and public bodies.

This document will outline what is meant by these values, and will also give concrete examples to help you make decisions when you face complicated situations. You will also gain a clearer view of the compromises we do not make. But above all, I deeply believe that your best judgment is key to handling these challenges.

As part of TQC, you are on a critical mission: «We Engineer Rocks for a Better World». From this, we deploy our values as team players, innovative, fun, ambitious, accountable, and caring for our communities and the environment. This Code of Conduct is directly derived from these values, using them as a guide to making the proper decisions and adopting the right behaviors.

Thank you for your careful reading and for being part of our adventure.

Thomas Guillaume
CEO



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LIVING OUR CODE

The Code applies to all employees and anyone representing TQC. We require suppliers and other third parties acting on behalf of TQC to follow the principles of this Code.

A GUIDELINE FOR ALL TQC

The Code applies both in the workplace and in any situation where you represent TQC. This includes external meetings, conventions, and business trips. Company-organized or sponsored activities are also covered by the Code, even if the event takes place off-site or outside of normal working hours. Typical examples include office gatherings, summer parties, and team building. The Code is intended to be a supplement to existing TQC policies and does not replace or alter these policies.



TURN WORDS INTO BEHAVIORS!

From Spruce Pine to China, through Norway and the UK, our behaviors shape TQC on a daily basis. We should be proud of where we work and the reason we come to work every day. When we love what we do, it shows - and our actions can also inspire other motivated individuals to join our team. While we have written this Code as a guide, the words will remain meaningless if you do not put the ethos into action!

WHAT DOES THIS MEAN FOR YOU?

- Read, understand, and abide by the Code.
- Use the rules described here and your best judgement when making decisions.
- When in doubt, ask for guidance. Go to your manager first, or if this is not possible, a member of the management team.
- Speak up. Raise a concern when you suspect or witness a potential violation. Employees who make a good faith effort to provide an honest and accurate account will not experience any negative repercussions (even if it turns out that you are mistaken).
- Attend required training on the Code and complete e-learning sessions. Every year we will ask you to confirm that you have read and understood the Code.
- Lead by example. Leadership is expected at all levels of the organization: this is not a matter of title or grade but behavior towards others.
- Everyone has a responsibility to contribute to a culture of honesty and open communication. Managers have a particular responsibility to encourage employees to come forward with questions and concerns and provide the resources and options to do so.

WHAT TO DO WHEN YOU'RE UNSURE OF THE BEST COURSE OF ACTION:

While we usually won't encounter ethical dilemmas in our daily activities, we may from time to time be faced with a situation where the right decision is unclear. In those instances, ask yourself the following questions. If you answer "yes" to any of them, seek the guidance of your manager.

- Would this violate local laws or regulations?
- Would this be a violation of the Code or other TQC policies?
- Could it damage TQC's reputation if my actions were made public?
- Will I be using TQC assets for personal gain?
- Will I or a family member personally benefit from my actions as a TQC employee?
- Would I be putting someone else's interests ahead of the best interests of TQC?

TEAMPLAYERS

Taking a piece of rock chipped out of an Appalachian mountain, turning it into high purity quartz sand, and delivering it into the hands of a customer in Asia is a complex process. Who could do it alone?

TQC relies on a group of people spread out over three continents working together effectively. The sense of cohesion that this requires comes by laying the groundwork for a connected, supportive workplace so that employees feel inspired and motivated. Wherever you do your job—whether in a plant, mine, or office—know that TQC is committed to providing an environment where all employees can realize their full potential. And do your part to contribute!

YOUR SAFETY COMES FIRST

Mining and mineral processing are inherently high-risk activities, and we aim to be a 100% injury-free workplace. We can't cut corners when it comes to keeping you safe, which is why we enforce the strictest standards that meet local regulations and often exceed them. Above all, safety is a team effort where we watch out for and take care of each other.

WHAT DOES THIS MEAN FOR YOU?

- Know and follow all workplace safety rules and emergency preparedness plans.
- Observe safe practices and use good judgment when operating machinery and equipment.
- Obey posted warning signs and wear required personal protective equipment.
- Abide by our drug and alcohol-free workplace policy.
- Participate in health and safety demonstrations, in addition to specialized training as required by your job function and location.
- Immediately report all accidents, injuries, or near misses to your manager or HSE manager. Notify your manager if you see that a task or procedure is not being carried out according to guidelines.
- TQC welcomes all input on how we can work more safely. Speak up if you see a need for better procedures.

YOUR SUCCESS RELIES ON OTHERS BEING SUCCESSFUL

For every big contract closed or sale landed, there's a team working in the trenches to bring our high purity sand to market. We rely on each other for information, ideas, assistance, and inspiration. Remember that the people around you are cheering for your success. You are encouraged to be audacious and to suggest new ways of doing things. Your contributions can make TQC a more innovative company.

Think about how you can help the team effort—when others around you are shining, you get more light!

WHAT DOES THIS MEAN FOR YOU?

- Be kind. Treat everyone with dignity, courtesy, and respect.
- Support your colleagues. Be open and honest with each other.
- Offer to help a colleague who could more safely carry out a task with an extra set of hands.
- Do your part to make the workplace welcoming and supportive for all.
- Take pride in your work environment.
- Harassment and bullying have no place in our organization. Any conduct that creates a hostile work environment, or harmful behavior that systematically targets an employee or group of employees, is never acceptable and should be immediately reported.



OUR DIFFERENCES MAKE US STRONGER

Employees from all walks of life are welcome at TQC. Listening to other perspectives and exposing ourselves to different worldviews can lead to new insights and make us more productive, resilient, and innovative. An inclusive culture that values diversity starts with treating all employees, applicants, and business partners fairly and providing equal opportunities for all.

At TQC, we do not discriminate. Regardless of race, color, religion, sex, national origin, age, disability, and/or genetic information, we only consider individual qualifications and performance in our employment, procurement, and other business practices.

Q&A

Q: My team has a tight timeframe to meet our production targets and we are running behind schedule. We've figured out a way to speed up the process by hopping over a few of the safety steps. If we proceed with caution, is it okay to do this?

A: No. Skipping safety procedures is never acceptable. These procedures have been implemented for both your safety and to protect product quality. Bring your concerns to the attention of your manager and work together on a plan to get the work done safely.

A photograph showing a large green conveyor belt system being loaded onto a truck. A crane is lifting the conveyor, and a worker in a blue shirt and white hard hat is standing on the truck bed. The background shows a clear blue sky and some trees.

Q&A



Q: I have noticed that one of my colleagues is being constantly teased and ridiculed by others in the department. They receive hurtful comments about their appearance and abilities, but they don't seem particularly bothered. I'm unsure if I should say something since this is part of the workplace banter.

A: You should say something. If you feel comfortable with it, go first to your colleague who is on the receiving end of these comments, but if not talk to your manager. If your immediate manager is in on the teasing, go to HR or your employee representative. But it's important to speak up, both for the sake of your colleague and because this kind of behavior creates a negative workplace culture that has no place in TQC.

Q: At a recent TQC-organized gathering, several of my colleagues were making sexual comments and jokes. Afterward, they said they were just kidding around and trying to be funny. I don't want to be a poor sport, but the situation made me uncomfortable. Is it ok to say something?

A: Yes. The Code applies to all events planned by or for TQC, whether a party, business trip, group dinner, etc. These kinds of comments are not allowed, even when it seems like everyone is in on it. You can either say something to your colleagues or follow the complaint procedure in this document.

WHAT IS HARASSMENT?

Harassment includes any unwelcome physical or verbal behavior (whether in person or online), that makes someone feel offended, humiliated, intimidated, or degraded. This applies in particular to comments or actions based on a person's race, color, religion, sex, age, ethnicity, national origin, citizenship status, disability, sexual orientation, gender identity, veteran status, union membership, or any other relevant status. TQC has a zero-tolerance harassment policy. TQC takes all allegations of harassment seriously, and any complaint filed will be thoroughly investigated.

Examples of harassment include:

- Threats, intimidation, or abusive or offensive language, even as a "joke".
- Aggressive or disorderly conduct.
- Sexual harassment, such as unwanted sexual advances or touching, sexual or intimate comments, requests for sexual favors, or other physical, verbal, or visual conduct of a sexual nature.

FOR A BETTER WORLD

We believe in our mission to shape a future run on clean energy, better communication, and uplifting those around us. When the success of our company is fundamentally intertwined with the well-being of our communities and the environment, we can't afford to take a nonchalant approach. Upholding our values requires enthusiastic and measurable action.

IT STARTS WITH THE BASICS

A commitment to fundamental human rights underpins every other policy, initiative, or strategy that we have as a company. These rights are set out in the Universal Declaration of Human Rights, a global agreement proclaiming the inherent dignity and freedom of all people. It applies to all people, in every corner of the world, and upholding them starts in our communities and workplaces.

WHAT DOES THIS MEAN FOR YOU?

- Make sure we conduct our business in a way that respects the human rights of all people and avoids complicity in human rights violations.
- We provide access to remedy for affected individuals and communities, as set forth in the UN Guiding Principles on Business and Human Rights.
- We are watchful for human rights violations in the companies we do business with.

WE CARE ABOUT OUR COMMUNITIES

Meaningful impact happens through direct action. By sharing our skills, talent, and resources we support local engagement in a way that benefits employees, their families, and society as a whole. Our approach is pragmatic and centered on collaborating with local partners to find concrete ways we can be a positive force in the community.

WHAT DOES THIS MEAN FOR YOU?

- We encourage you to participate in all TQC-sponsored community engagement projects.
- You know your community best. Don't hesitate to talk to your local HR or HSE representative if you see a need that should be addressed, or speak to your manager about launching your own initiative.



Q&A

Q: A local charity reached out to me to ask whether TQC would be interested in supporting their organization. How should I handle this request?

A: It may very well be possible for TQC to lend our support. Forward the request to your local HR or HSE representative, who will make an evaluation and determine the best way to contribute.



WE ACT FOR THE ENVIRONMENT

The sustainable management of energy, water, and raw materials is a core value of TQC. Mining and mineral processing are resource-intensive industries, and we won't take our natural resources for granted.

We are committed to minimizing the environmental footprint of our operations by supporting eco-friendly and energy-efficient technologies and integrating them into our operations.

WHAT DOES THIS MEAN FOR YOU?

- Seek solutions that improve performance and reduce our environmental impact.
- Reuse or recycle whenever possible. Dispose of all waste in a sustainable way.
- Consider the environment in procurement processes and use sustainable criteria when making purchasing decisions.
- Report any actual or potential environmental hazards.
- Comply with applicable environmental laws, standards, and permits.
- Remember that eco-friendly solutions can also lead to new business opportunities.

A CLEAN BUSINESS

When we sell our products or administer our business, we do so ethically because it is the only long-term winning path. Being accountable to our customers, employees, and stakeholders means that other commitments matter more than winning business at any cost. There is no shortcut to success, so make sure we are aboveboard in all we do.

WE COMPETE FAIRLY

Laws and regulations aimed at promoting free and open competition are important to maintain a healthy economy and protect consumer choice. At TQC we strictly follow all competition laws when it comes to dealing with our suppliers, customers, and competitors.

This is a very sensitive and sometimes complex topic, where misconduct by one employee can expose not only the individual but also the entire company to legal, reputational, and financial risks.

WHAT DOES THIS MEAN FOR YOU?

- Be careful when communicating with representatives of competitors. Do not share or solicit sensitive and/or non-public information with a competitor.
- Do not make disrespectful or disparaging remarks about a competitor's products or services.
- Keep in mind that an informal understanding or coordination between parties may be illegal, even if no official agreement has been entered into.
- Be truthful when dealing with customers, suppliers, and public authorities.
- Be vigilant in public settings when discussing sensitive company matters with colleagues.
- Be aware that exchanging certain types of information with external stakeholders or companies can lead to a breach of competition laws.

WE KEEP OUR HANDS CLEAN

As a company that values integrity at all levels, TQC has zero tolerance for any kind of corruption, including bribery, either from employees or third parties working on behalf of TQC.

WHAT DOES THIS MEAN FOR YOU?

- Never offer or accept a bribe in the course of carrying out your business.
- Before accepting any item or service of value in connection with TQC business, make sure it can be considered an approved gift according to the guidelines in this document.
- Take care when selecting business partners and ensure they will conduct their business following the principles of the Code.
- Report all cases of bribery to the CFO, even if the attempt was rejected or unsuccessful.
- When faced with an unusual request or instruction, always ask extra questions and contact your manager to verify legitimacy.

STAY IMPARTIAL AND OBJECTIVE

We should be conducting our business based solely on the best interests of TQC. When a conflict of interest arises we risk making decisions based on other priorities. Take care to avoid situations that may create opposing loyalties or call into question your ability to act in good faith.

WHAT DOES THIS MEAN FOR YOU?

- Working for TQC competitors, suppliers, service providers, or customers is not allowed while you are employed by TQC. Your spouse, cohabitant, or immediate family member may be engaged in such assignments, but as this could potentially lead to a conflict of interest, we ask you to inform your manager if this situation arises.
- Personal relationships between TQC employees must be handled with care. TQC discourages the employment of relatives in the same department or roles. Spouses, live-in partners, and close relatives are not permitted to directly report to each other.
- The procurement of goods and services must be decided using objective criteria. No TQC employee may be involved in a procurement process where they or a close relative is employed by or has a personal interest in the supplier, contractor, or consultant. Should this situation arise, the procurement process must be handed over to a neutral employee.

WHAT IS BRIBERY?

Bribery is a form of corruption and happens when someone offers, accepts, or solicits something of value (often money) to improperly influence another person's behavior or judgment. This can come in many forms and may, therefore, be difficult to spot. Examples of bribery include:

- A customer offers to sign a contract with TQC in exchange for a donation to a local charity.
- A vendor offers to hire an employee's child for a summer internship at the same time that the vendor bids for a contract with TQC.
- A payment intended to expedite a routine service to which the payer would be entitled to regardless (having goods declared by customs, cargo inspection, cargo unloading at port, etc.).



Q&A

Q: My department needs new office equipment and I have been put in charge of purchasing. My wife works for a local store and can give us a great deal. The products are good quality and the prices are lower than other potential suppliers I have reached out to. Can I buy from my wife's company?

A: No. This would be a conflict of interest. Your wife's company may still be considered as a potential supplier, but you must first remove yourself from the procurement process and ask your manager to designate a replacement.

Q&A

Q: A senior manager from a competing company reached out to me to discuss the price of our respective products. It would be useful to find out how other businesses are valuing their products in the market. Is it ok to discuss this?

A: No. You should never discuss product pricing or other proprietary information with a competitor. If you receive a call from a competitor to discuss pricing, make it clear that you will not engage in this topic. Politely end the conversation and report the encounter to a member of the management team.



ENGAGING WITH LOCAL AUTHORITIES AND POLITICAL CONTRIBUTIONS

We believe that TQC can play a positive role in public decision-making and policy discussions through positive engagement with local authorities. Any lobbying activities must be conducted ethically and in accordance with the principles of this Code.

As a politically neutral company, TQC will not support a particular political party or politician, and prohibits political contributions with the intent to influence legislative outcomes.



RED FLAG LIST

The following examples may indicate illegal or unethical business conduct and should raise concerns about potential violations of anti-bribery and anti-corruption laws. If you encounter any of these situations, bring it to the attention of your manager:

- You learn that a supplier has been accused of improper business practices, has a reputation for soliciting bribes, or has a “special relationship” with public officials.
- A customer demands a commission before signing a contract with TQC.
- A supplier requests a cash payment, refuses to sign a fee agreement, or won’t issue an invoice or receipt on a payment.
- A supplier requests that payment be made to a different geographic location than where they conduct business.
- A potential customer requests lavish hospitality before starting contractual negotiations or provision of services.
- A contractor offers to disregard a potential violation in exchange for a fee.
- You receive an unusual invoice from a contractor that seems customized.
- A customer insists on using side letters (terms agreed to in a document outside the written contract between the parties) or refuses to put agreed-upon terms in writing.
- You notice that TQC has been invoiced for an amount that appears inordinately large in relation to the stated service provided.
- A customer requires the use of a third party not known to TQC to act as an agent, intermediary, consultant, distributor, or supplier.
- A customer asks you to offer employment or another benefit to a friend or relative.

GIFTS AND HOSPITALITY

In some settings and cultures, it can be natural or even expected to exchange modest gifts as a way of showing appreciation or recognition. Participating in shared activities can also help us make contacts or cement important business relationships. But we have to be careful - a gift or offer of hospitality can be unacceptable if it is lavish, compromises a person’s independent judgement, or implies preferential treatment.

WHAT DOES THIS MEAN FOR YOU?

- Obtain approval from a member of the management team before offering a gift (with the exception of promotional giveaways).
- If you are given a gift, immediately report it to your manager.
- You may offer or accept invitations to events and activities that are customary in the local business community. Your manager’s approval is required if it has a value above 50 USD.
- Routine business-related meals are acceptable.

GUIDELINES FOR EXCHANGING GIFTS

Generally, giving or receiving a gift (whether an item, service, ticket to a cultural or sporting event, or hospitality), is acceptable when it:

- Has a value of less than 50 USD.
- Is infrequent and not in cash.
- Complies with local law and company policy of both the giver and receiver.
- Does not influence or appear to influence a business decision or professional judgment.



Q&A

Q: While visiting a customer I was presented with a gift that I am fairly certain has a value of over 50 USD. What should I do?

A: It can be difficult to refuse a gift when doing so may cause awkwardness or insult the customer. In this situation, you may accept the gift but it must be reported and handed over to your manager right away. They will evaluate whether or not TCQ can keep the gift.

INNOVATE AND SAFEGUARD!

At TQC we research, discover, and invent. Our technical know-how makes it possible for us to develop cutting edge technology and processes. These trade secrets, invaluable when used correctly, can harm us if they fall into the wrong hands.

Each employee has a responsibility to recognize and protect proprietary information.

EXAMPLES OF CONFIDENTIAL AND/OR PROPRIETARY INFORMATION:

- Trade secrets
- Projects in development for new products, processes and technologies.
- Inventions and unfiled patent applications.
- TQC financial information.
- Information on new products not yet made public.
- Customer lists and agreements.
- Personnel information.
- Third party information entrusted to TQC.

WHAT DOES THIS MEAN FOR YOU?

- All technical and commercial information must be kept confidential, even after you no longer work for TQC.
- Be aware of when information you are working with may be considered sensitive, and protect the integrity of such information by sharing with colleagues on a need-to-know basis.
- Secure confidential information with necessary physical and/or technical measures.
- Follow any non-disclosure agreements that protect third party confidential information.
- If you inadvertently come across confidential information belonging to a third party, make sure you do not use it and take steps to prevent further distribution and disclosure.
- Innovations, concepts, or designs you develop in the course of your work for TQC are TQC property.
- Always make sure that there are adequate protections in place before disclosing information about innovations or new ideas to customers. When in doubt, don't reveal any potentially sensitive details.
- Be discreet when discussing sensitive company matters in public places or at trade shows, conferences, etc.

A WORD ON DIGITAL ASSETS AND PERSONAL DATA

Many employees work with the personal data of fellow employees, suppliers, and other third parties. We recognize that when we are entrusted with this information, we have an obligation to handle it carefully, properly, and with discretion. We take this responsibility very seriously and are committed to complying with relevant personal data protection laws in the countries we operate in.

EXAMPLES OF PERSONAL DATA ARE:

- Name
- Photograph of an individual
- E-mail address
- Phone number
- Social security number
- Employment number
- Car registration plate number
- GPS location
- IP-number on devices and computers
- Medical information

WHAT DOES THIS MEAN FOR YOU?

- Protect fellow employees by safeguarding their personal information from deliberate or accidental exposure.
- Protect the employees of our customers, suppliers, and other third parties by securing their personal data.
 - Know the personal data protection laws that apply to your work.



Q&A

Q: We are currently developing a new process that could make our product more attractive to a potential customer. Is it ok to tell them a little bit about the technology we are working on to encourage them to pick TQC?

A:No. Not unless the technology has been made public, or you have received permission from the management team to use a non-disclosure agreement.

Q: I found a notebook left at a coffee shop that I see belongs to an employee of a competitor. Should I leave it there?

A: No. We also have a responsibility to prevent the misuse or disclosure of sensitive third party information, even if we accidentally come across it. Give the notebook to your manager, who will determine the best course of action.

WE HANDLE WITH CARE

Treat TQC property as you would your own. All TQC-provided items should be used for their intended purpose to carry out company business and protected from damage or misuse.



WHAT DOES THIS MEAN FOR YOU?

- IT equipment, devices, and software must be used in accordance with TQC's IT policy. Reasonable personal use is allowed.
- Protect the integrity of TQC information systems by preventing unauthorized access, downloads, or exposure.
- Take care to prevent theft, loss, or unauthorized use of company property.
- Do not use TQC assets for outside business or personal gain.

WHAT ARE COMPANY ASSETS?

- TQC assets consist of everything TQC owns including:
- Financial assets — cash, bank accounts, and credit standing.
 - Physical assets — TQC facilities, land, vehicles, equipment, and inventory.
 - IT assets — computer hardware, mobile phones, software, and information systems, including data they create, transact, and/or store.
 - Intellectual property rights.

PERSONAL SOCIAL MEDIA

TQC respects the rights of employees to use their own social media accounts. It is important that employees are aware of the implications of engaging in social media and online conversations that reference TQC, and that they recognize when TQC might be held responsible for their behavior. When you are talking about TQC on your personal social network, please remember this.

WHAT DOES THIS MEAN FOR YOU?

- You may not post false, slanderous, harassing, inflammatory, or discriminatory comments regarding TQC, its employees, customers, or suppliers.
- You are an important ambassador for TQC, and you're encouraged to promote our company as long as you disclose that you are affiliated with the company.
- When you see posts or commentary on topics that require subject matter expertise, only respond with approved messaging as prepared by TQC. When in doubt, contact the Marketing and Communications Manager.
- Be conscientious when mixing your business and personal life. Be sure to know policies regarding personal use of social media at work or on TQC devices.
- Remember that you are responsible for the content you post. Your online activities are subject to the same laws and policies that apply to your offline conduct.



Q&A



Q: A co-worker posted a comment about me on their personal social media page that I found offensive. Is my co-worker allowed to do that?

A: No. Employee use of online media that makes reference to TQC (including TQC employees) must comply with TQC policies, including TQC's harassment policy as described in this document. You should report the comment right away, using the complaint procedure outlined in this document.

Q: If TQC is the subject of criticism in a local Facebook group, can employees defend TQC or add personal comments?

A: No. Contact the Marketing and Communications Manager for guidance.

HANDLING VIOLATIONS

Violations will be investigated and handled in a manner consistent with the nature and severity of the alleged infraction. If a violation is found to have occurred, corrective or disciplinary action may be taken.

Disciplinary measures could include training, counseling, suspension, or termination of employment, in accordance with local laws. Code violations that also violate local law will be reported to the appropriate law enforcement authorities and may lead to fines or civil and criminal prosecution. If TQC has a claim for damages or losses, recovery of funds or assets may be initiated via the court system or other civil remedies. If you observe someone violating the law or the Code, failure to report the incident may in some cases result in disciplinary action, up to and including termination of employment. Making a false report where the intention is to mislead or harass may also result in similar disciplinary measures.

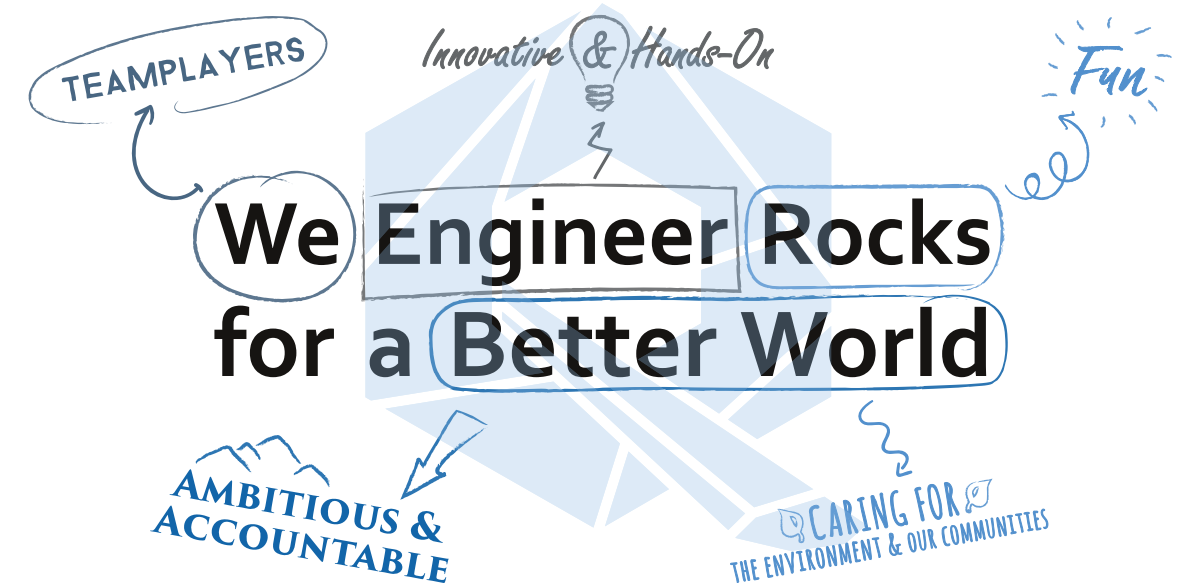
COMPLAINT PROCEDURE : HOW TO REPORT A CONCERN, VIOLATION, OR HARASSMENT

Regardless of the reporting channel, every complaint reported or concern raised, including harassment, will be thoroughly investigated and kept as confidential as possible. The form "Code of Conduct Complaint Form" will be used by the TQC representative handling the complaint to guide the complaint procedure.

WHAT DOES THIS MEAN FOR YOU ?

- The first person you should report a concern to or ask for guidance related to the Code is your direct manager.
- If this is not possible or you do not feel comfortable going to your direct manager, you may contact a member of the management team, your local HR representative, union, or employee representative.
- Complaints will be registered using the form "Code of Conduct Complaint Form". All pertinent information will be gathered from the involved parties and a report prepared based on these accounts.
- All complaints will also be reported to HR and escalated as necessary.
- If you would like support during the complaint process, you may include a third party to join you. This could be a colleague, your employee representative, a union representative, or someone from outside TQC.





TEAMPLAYERS

From our U.S. mines to our Norwegian processing plants and our warehouses in China, no one can do it alone. Our individual quirks and creativity help us perform better as a team and make TQC stronger. We encourage, learn from, and appreciate each other, with a focus on keeping each other safe.

How can you help your colleagues achieve their goals?

AMBITIOUS & ACCOUNTABLE

Zero accidents, zero defects, market leadership, technical excellence, and financial solidity are targets which we will achieve as everyone delivers. It is TQC's responsibility to set clear objectives and train and develop all of us. It is our responsibility to take ownership of the challenges that are given to us, and to even reach beyond these challenges.

Reflect on what you have been doing today: Did you do your best?

FUN

Our jobs take up a huge portion of our lives and should be fulfilling. A supportive workplace builds trust among colleagues, motivates us to do our best, and allows us to unleash our full potential. We want the workplace to be an inspiring, safe, and exciting place to be.

How do you contribute to more smiles?

CARING FOR THE ENVIRONMENT & OUR COMMUNITIES

Our industry is at the forefront of the green energy revolution and we are proud of the role we play. Our commitment to making a positive impact extends beyond the products we create, and we take this responsibility seriously looking continuously for concrete actions we can take to reduce our own footprint and ways to invest back into the communities we operate in to make them better places to live.

What are your ideas to help TQC make a positive impact?

INNOVATIVE & HANDS-ON

Nothing is "off the shelf" in our industry. Processes and equipment must be invented, researched and tested by us, for us. Our products are the result of this innovation and craftsmanship. All departments are committed to coming up with creative and practical solutions, joining forces with our internal and external customers to turn these ideas into realities.

How can you improve tomorrow what you did today?

