

QUALITY MANUAL

Approval

The management of Maxmar Motion Technologies, as evidenced by the signature below, has reviewed and approved this corporate Quality Manual, which meets the requirements of ISO 9001:2015. Any revisions, additions and/or deletions to the corporate Quality Manual must be likewise reviewed and approved by the management of Maxmar Motion Technologies. All previously issued QMS manuals and revisions are obsolete upon receipt of the certificate.



Issued, reviewed and approved:

Patrick Wiesner
President and CEO

Date: June 30, 2020

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Revision History

Section	Revision	Date	Description of Changes
All	Initial	Aug 31, 2017	Initial release
4	1	Jun 30, 2020	Removed: Fax number 303-425-9354 Added: Gear cutting technology is a stable technology driven by the parent company Gysin AG. There are no known specific regulatory requirements applicable to Maxmar.
5.2.1	1	Jun 30, 2020	Removed: Maxmar's objective is zero returns from customers as measured by return merchandise authorization (Annex Q RMA Log). Added: Maxmar's quality objectives are as follows: 1) Zero returns from customers 2) >90% customer satisfaction 3) Financial success
6.2	1	Jun 30, 2020	Removed: Quality objectives, including those needed to meet product requirements, are established at relevant functions and levels within the organization. The quality objectives are measurable and consistent with the quality policy. The objective is zero returns from customers. The quality objectives are measured with the number of returns of products. Added: Maxmar's quality objectives are measured as follows: 1) Zero returns from customers as measured by return merchandise authorization (Annex Q RMA Log) 2) >90% customer satisfaction as measured with the annual customer satisfaction survey 3) Financial success as measured with the profit and loss statement. Financial success is defined as the Net Operating Profit annually reported on the tax return and to the board of the directors.
7.1.5	1	Jun 30, 2020	Removed: Monitoring and measurement to be undertaken and the monitoring and measuring devices needed to provide evidence of conformity of product to determined requirements is determined. All measuring equipment must be calibrated at specified intervals by an accredited calibration provider. The basis used for calibration or verification shall be recorded. All applicable calibrated equipment is applicable on Annex O Calibration Log. Calibration records are scanned and stored electronically. Added: All monitoring and measurement devices to provide evidence of conformity of product must be identified and logged with form Annex O Calibration Log. All monitoring and measurement devices must be calibrated annually by an accredited calibration provider. All monitoring and measurement devices must be tagged with a device serial number, date of calibration, and date of calibration expiration. A calibration certificate must be obtained from the calibration provider. The calibration certificate is a calibration record. The basis used for calibration must be applicable on the calibration records. Hardcopy calibration records must be scanned and stored electronically. Only current monitoring and measurement devices within the calibration expiration date applicable on the device and on the calibration certificate must be used in service. Any monitoring and measurement device outside of the expiration date (expired device) must be removed from service and segregated from serviceable equipment in the non-conformance area and documented with form Annex H Quality Notification Report (NCR). Customers must be notified in writing, if monitoring and measurement devices outside the expiration date were used to provide evidence of conformity of product.
7.4	1	Jun 30, 2020	Added: Maxmar shall immediately inform the accredited management system certification body in writing, regarding matters that may affect the capability of the management system to continue to fulfill the requirements of the 9001:2015 standard. They include - Changes relating to legal status - Changes relating to ownership - Changes in key personnel regarding the management of the business system - Changes in the employee range communicated by the certification body - Changes to Maxmar's address or operating location - Major changes in the management system and business processes where the scope of certification is no longer accurate
7.5.3	1	Jun 30, 2020	Removed: "10" and "Records will be discarded after 10 years after order completion." Added: "If records would be discarded"
9.1.2	1	Jun 30, 2020	Added: Maxmar conducts an annual customer satisfaction survey. A questionnaire will be sent to at least 50 current customers.
9.2	1	Jun 30, 2020	Removed: Internal audits are conducted at planned intervals to determine whether the quality management system conforms to the planned arrangements. Internal audits are planned per calendar year if required and

			documented with Annex E Internal Audit Schedule. A full system audit is conducted annually. Added: One full internal system audit is conducted annually (one audit per calendar year). The purpose of the internal audit is to verify that the quality management system conforms to the standard and that work is performed in accordance with the quality management system.
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4. Context of the organization

4.1. Understanding the organization and its context

Company name Gysin America, Inc. dba Maxmar Motion Technologies (hereafter “Maxmar”)
 Address 9034 Marshall Court
 City/State/Zip code Westminster, Colorado 80031, USA
 Phone 720-626-2229
 Accountable Manager Patrick Wiesner
 Title President and CEO
 E-mail pwiesner@maxmar.com

Gear cutting technology is a stable technology driven by the parent company Gysin AG. There are no known specific regulatory requirements applicable to Maxmar.

4.2. Understanding the needs and expectations of interested parties

Party	Needs and expectations	Monitoring
Customers general	100% quality and on-time delivery	Annex Q RMA Log and supplier performance reports provided by customers if applicable
Customers with controlled records	Compliant with all requirements	Maintenance of customer records
Employees	Pay check on time	Payroll documents
Shareholders	Financial success	Monthly reporting of financials Annual board meeting
Suppliers	100% quality and on-time delivery	Annex R Supplier Rating
Federal, state, local government	Tax payments	Monthly payroll tax payments and quarterly corporate tax payments

4.3. Determining the scope of the quality management system

Manual Scope and Purpose

This manual includes all aspects of our business. It is Maxmar’s manual on how to ensure quality management for all aspects of the business.

Scope of Business

Assembly of electro-mechanical products and wholesale distribution of gearboxes.
 Maxmar markets, sells, and distributes products designed and manufactured by third party suppliers. The main focus of our business is on gear products designed and manufactured by Gysin AG, a Switzerland-based company specializing in gear cutting technology.

Maxmar established, documented, implemented and maintains a quality management system and continually improves its effectiveness in accordance with the requirements of ISO 9001:2015 with the followings exclusions: 8.3 Design and development of products and services and 8.5.1 f) the validation, and periodic revalidation, of the ability to achieve planned results of the processes for production and service provision, where the resulting output cannot be verified by subsequent monitoring and measurement. Justification of exclusion 8.3: Maxmar is handling manufactured products only. Justification of exclusion special processes under 8.5.1 f): All output from processes can be monitored and measured and therefore no special processes are needed.

4.4. Quality management system and its processes

This document is Maxmar's Quality Manual. It includes the scope of the quality management system and the documented procedures established for the quality management system, or reference to them.

5. Leadership

5.1. Leadership and commitment

5.1.1. General

Evidence of management's commitment to the development and implementation of the quality system and the continual improvement of its effectiveness is provided by:

- a. communicating to the organization the importance of meeting customer and regulatory requirements,
- b. establishing the quality policy and ensuring that quality objectives are established,
- c. conducting management reviews, and
- d. ensuring the availability of resources

The annual management review is presented to the board of the directors.

5.1.2. Customer focus

Customer requirements are determined and are met with the aim of enhancing customer satisfaction. The customer requirements are documented with customer documents.

5.2. Policy

5.2.1. Developing the quality policy

Quality Policy Statement

Our mission at Maxmar Motion Technologies is to ensure our business growth through continuous reminders that it has and always will be our customers that come first. A business that is successful is defined by the contentment of its customers, the work ethic of its employees and successful collaboration with suppliers. We want to partner with our customers to offer them quality products, services and solutions to their problems and meeting their challenges for the future.

Our integrity, honesty, and commitment to continuous quality and technological improvement will continue to be the cornerstone of our business. Maxmar's quality objectives are as follows:

- 1) Zero returns from customers
- 2) >90% customer satisfaction
- 3) Financial success

Quality Motivation and Costs

It is our motivation to provide high quality products and services to our customers and keep the quality cost at an absolute minimum as this directly impacts the financial success of our business.

5.2.2. Communicating the quality policy

Management ensures that the quality policy:

- a. is appropriate to the purpose of the organization,
- b. includes a commitment to comply with requirements and continually improve the effectiveness of the quality management system,
- c. provides a framework for establishing and reviewing quality objectives,
- d. is communicated and understood within the organization, and
- e. is reviewed for continuing suitability.

5.3. Organizational roles, responsibilities and authorities

Responsibilities and authorities are defined and communicated within the organization. A current Annex L Organizational Chart is posted. Current job descriptions for positions relevant for the QMS are available per Annex M and Annex N. Relevant positions as identified as such on Annex L Organizational Chart.

The Accountable Manager is the Management Representative and has the ultimate responsibility and authority that includes

- a. ensuring that processes needed for the quality management system are established, implemented and maintained,
- b. reporting to management on the performance of the quality management system and any need for improvement, and
- c. ensuring the promotion of awareness of customer requirements throughout the organization.

6. Planning

6.1. Actions to address risks and opportunities

Annex T 6.1 Actions to address risks and opportunities is evaluated annually and submitted to the board of directors as part of the annual management review.

Actions to eliminate the causes of potential nonconformity are determined with the 5 Whys iterative interrogative technique and documented with Annex H Quality Notification Report (NCR). Directions:
https://en.wikipedia.org/wiki/5_Whys.

6.2. Quality objectives and planning to achieve them

Maxmar's quality objectives are measured as follows:

- 1) Zero returns from customers as measured by return merchandise authorization (Annex Q RMA Log)
- 2) >90% customer satisfaction as measured with the annual customer satisfaction survey
- 3) Financial success as measured with the profit and loss statement. Financial success is defined as the Net Operating Profit annually reported on the tax return and to the board of the directors.

6.3. Planning of changes

- a. Planning of the quality management system is carried out to meet the requirements of 4.4, as well as the quality objectives, and
- b. the integrity of the quality management system is maintained when changes to the system are planned and implemented.

7. Support

7.1. Resources

7.1.1. General

Management is committed to provide the required resources to comply with the requirements of the standard and to meet customer requirements.

7.1.2. People

Resources are provided for the following:

- a. To enhance customer satisfaction by meeting customer requirements.
- b. To implement and maintain the quality management system and continually improve its effectiveness.
- c. Ensuring that quality objectives are established.
- d. Conducting management reviews, and
- e. Ensuring the availability of resources.

7.1.3. Infrastructure

Maxmar provides required process equipment to conduct all aspects of the business. Maxmar's total area of warehouse and office space is 1,500 sq. ft. located at the above address. The location is equipped with an electronic security and fire protection monitoring service.

7.1.4. Environment for the operation of processes

Maxmar provides a clean and hazard free work environment.

7.1.5. Monitoring and measuring resources

All monitoring and measurement devices to provide evidence of conformity of product must be identified and logged with form Annex O Calibration Log. All monitoring and measurement devices must be calibrated annually by an accredited calibration provider. All monitoring and measurement devices must be tagged with a device serial number, date of calibration, and date of calibration expiration. A calibration certificate must be obtained from the calibration provider. The calibration certificate is a calibration record. The basis used for calibration must be applicable on the calibration records. Hardcopy calibration records must be scanned and stored electronically.

Only current monitoring and measurement devices within the calibration expiration date applicable on the device and on the calibration certificate must be used in service. Any monitoring and measurement device outside of the expiration date (expired device) must be removed from service and segregated from serviceable equipment in the non-conformance area and documented with form Annex H Quality Notification Report (NCR). Customers must be notified in writing, if monitoring and measurement devices outside the expiration date were used to provide evidence of conformity of product.

7.1.6. Organizational knowledge

The accountable manager indoctrinates all employees and customers – if applicable – with the organization and its QMS.

7.2. Competence

Personnel performing work affecting product quality are competent on the basis of appropriate education, experience, training, skills and experience.

7.3. Awareness

Maxmar does

- a. determine the necessary competence for personnel performing work affecting product quality,
- b. provide training,
- c. evaluate the effectiveness of the actions taken,
- d. ensure that its personnel are aware of the relevance and importance of their activities and how they contribute to the achievement of the quality objectives, and
- e. maintain appropriate records of education, training, skills and experience with Annex G Employee Training Document.

7.4. Communication

Management ensures that appropriate communication processes are established within the organization and that communication takes place regarding the effectiveness of the quality management system.

Maxmar shall immediately inform the accredited management system certification body in writing, regarding matters that may affect the capability of the management system to continue to fulfill the requirements of the 9001:2015 standard.

They include

- Changes relating to legal status
- Changes relating to ownership
- Changes in key personnel regarding the management of the business system
- Changes in the employee range communicated by the certification body
- Changes to Maxmar’s address or operating location
- Major changes in the management system and business processes where the scope of certification is no longer accurate

7.5. Documented information

7.5.1. General

All personnel, customers or regulatory authorities have access to the quality system documentation.

7.5.2. Creating and updating

Only the accountable manager is authorized to create and update any documents.

7.5.3. Control of documented information

a. Documents required by the quality management system are controlled. This may include drawings, specifications, procedures, and QA forms (hereafter “controlled documents”). Controlled documents referenced in this manual are applicable in Annex F Control of Documents.

b. Only the latest revision of documents must be used for all aspects of Maxmar's business at all points of use.

c. Latest revisions of controlled documents must be obtained from customers and suppliers for Purchase Orders (hereafter “PO”) from customers and PO's to vendors.

d. If applicable the revision must be referenced on PO's from customers and PO's to vendors.

e. Obsolete documents must be removed from work all areas.

Records

a. Records are established and maintained to provide evidence of conformity to requirements and of the operation of the quality management system. Records remain legible, readily identifiable and retrievable. The control of records procedure is established to define the controls needed for the identification, storage, protection, retrieval, retention time and disposition of records.

Identification	Document	Storage	Protection	Retrieval
<i>Internal Audits</i>	Annex D Form Internal Audit	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Control of Nonconforming Product</i>	Annex H Quality Notification Report (NCR)	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Corrective Actions</i>	Annex H Quality Notification Report (NCR)	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Preventive Actions</i>	Annex H Quality Notification Report (NCR)	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Management Review Minutes</i>	Corporate files	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Notice to customer of</i>	Annex H Quality	electronically	Back-up to online	Retrieval from online

<i>lost or damaged customer property</i>	Notification Report (NCR)		cloud storage	cloud storage
<i>Calibration records</i>	Supplied by calibration provider	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Evaluation of Suppliers</i>	Annex B Supplier Evaluation Survey	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Training Records</i>	Annex G Employee Training Document	electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>Quotations</i>		electronically	Back-up to online cloud storage	Retrieval from online cloud storage
<i>PO from customer</i>		Hard copy in order folder	Steel cabinet	Steel cabinet
<i>Customer drawing and specifications</i>		Electronically and hard copy in order folder	Steel cabinet and back-up to online cloud storage	Retrieval from online cloud storage
<i>Maxmar PO</i>	Annex I Purchase Order Form	Electronically and hard copy in order folder	Quickbooks is externally hosted	Retrieval from Quickbooks externally hosted
<i>Order acknowledgement</i>		Electronically and hard copy in order folder	Steel cabinet and back-up to online cloud storage	Retrieval from online cloud storage
<i>Work order documents</i>	Annex J and Annex K	Hard copy	In fire and water proof storage box	Retrieval from fire and water proof storage box
<i>CofC</i>		Electronically and hard copy in order folder	Steel cabinet and back-up to online cloud storage	Retrieval from online cloud storage

- b. Records must be retained for a minimum of 15 years after order completion. If records would be discarded, electronic records will be deleted, and hard copies will be shredded.
- c. Records in possession of or created by suppliers must be referenced on the PO.

8. Operation

8.1. Operational planning and control

Needed processes are planned and developed for product realization with work instructions, technical data, inspection forms, process specifications and drawings. The overview process is documented with procedure 7. Product Realization. Any assembly work is performed based on a work order form as applicable in Annex J and Annex K.

8.2. Requirements for products and services

8.2.1. Customer communication

Arrangements are determined and implemented for communicating with customers in relation to:

- a. product information,
- b. inquiries, contracts or order handling, including amendments, and
- c. customer feedback, including customer complaints.

8.2.2. Determining the requirements related to products and services

Maxmar will determine:

- a. requirements specified by the customer per customer's PO
- b. regulatory requirements related to the product.

8.2.3. Review of requirements related to products and services

Requirements related to the product are reviewed. This review is conducted prior to commitment to supply a product to the customer with a quotation.

The review ensures that:

- a. Product requirements are defined,
- b. contract or order requirements differing from those previously expressed are resolved, and
- c. the ability to meet the defined requirements.

Records of the results of the review and actions arising from the review are maintained with the quotation and customer PO.

8.2.4. Changes to requirements for products and services

Any changes to requirements for products and services shall be documented on a record provided by the customer. Maxmar shall not change any requirements without customer consent.

8.3. Design and development of products and services - excluded

8.4. Control of externally provided products and services

8.4.1. General

Purchased product is ensured that it conforms to specified purchase requirements. Products are purchased from approved suppliers only. Every supplier requires approval in 2-year intervals. All approved suppliers are applicable on document Annex P Approved Suppliers. Products are purchased with Annex I Purchase Order Form. All purchased products must be compliant with regulatory requirements such as but not limited to Restriction of Hazardous Substances Directive 2002/95/EC (RoHS compliance) and U.S. Dodd-Frank Act concerning "Conflict Minerals". Applicable suppliers must complete the evaluation form applicable in Annex C Conflict Mineral.

8.4.2. Type and extent of control

Suppliers are evaluated and selected based on their ability to supply products. Criteria for selection, evaluation and re-evaluation is established with form "Supplier evaluation" applicable in Annex B. Records of the results of evaluations and any necessary actions arising from the evaluation are maintained. External suppliers are rated regarding conformity of the supplied products annually. The percentage of compliance will be communicated to the supplier at the end of the calendar year. The data is recorded with form Annex R Supplier Rating.

A receiving inspection for all purchased products must be conducted and documented with form "Receiving Inspection" applicable in Annex A. The completed form "Receiving Inspection" must be filed with the PO.

8.4.3. Information for external providers

Purchasing information describes the product to be purchased, including where appropriate requirements for approval of product, procedures, processes and equipment as well references to work instructions, technical data, inspection forms, process specifications and drawings.

8.5. Production and service provision

8.5.1. Control of production and service provision

The validation of special processes for production is excluded

8.5.2. Identification and traceability

Where appropriate, the product is identified by suitable means throughout product realization. Product status is identified with respect to monitoring and measurement requirements. Where traceability is a requirement, the unique identification of the product is controlled and recorded. Each product is traceable back to the sourcing PO number.

8.5.3. Property belonging to customers or external providers

Customer property provided for use or incorporation into the product is identified, verified, and safeguarded. If any customer property is lost, damaged or otherwise found to be unsuitable for use, this is reported to the customer and records maintained with Annex H Quality Notification Report (NCR)

8.5.4. Preservation

The conformity of product is preserved during internal processing and delivery to the intended destination. This preservation includes identification, handling, packaging, storage and protection.

8.5.5. Post-delivery activities

Production is planned and carried out under controlled conditions. Controlled conditions include as applicable:

- a. the availability of information that describes the characteristics of the product,
- b. the availability of work instructions,
- c. the use of suitable equipment,
- d. the availability and use of monitoring and measuring devices,
- e. the implementation of monitoring and measurement, and
- f. the implementation of release, delivery and post-delivery activities.

8.5.6. Control of changes

Maxmar is not authorized to make any changes to any documents. Per procedure 7. Product Realization all documents shall be reviewed customer at the start of each project.

8.6. Release of products and services

Characteristics of the product to verify that product requirements have been met are monitored and measured per customer PO or Annex J Work Order Form RV600-6151-001 and Annex K Work Order Form RV600-6309-001. Records indicate the person authorizing release of product. Product release do not proceed until the planned arrangements have been satisfactorily completed.

8.7. Control of nonconforming outputs

Product, which does not conform to product requirements is identified and controlled to prevent its unintended use or delivery. Nonconforming products must be segregated from servicable products. Non-conforming material received from suppliers are processed with form Annex A Receiving Inspection. Non-conforming products must be documented and dispositioned with form Annex A Receiving Inspection. The supplier must be contacted for all non-conforming products. Non-conforming material received from customers are processed with form Annex H Quality Notification Report (NCR). Non-conforming products received from customers or non-conforming QMS findings are documented and dispositioned with form Annex H Quality Notification Report (NCR) if corrective or preventive action is requested.

Rework and re-verification of repaired/reworked products is performed in accordance with the specification for new products.

9. Performance evaluation

9.1. Monitoring, measurement, analysis and evaluation

9.1.1. General

The monitoring, measurement, analysis and improvement processes needed are planned and implemented to demonstrate conformity of the product per customer requirements. Suitable methods for monitoring and, where applicable, measurement of the quality management system processes are applied. These methods demonstrate the ability of the processes to achieve planned results. When planned results are not achieved, correction and corrective action is taken, as appropriate, to ensure conformity of the product.

9.1.2. Customer satisfaction

As one of the measurements of the performance of the quality management system, information relating to customer perception as to whether customer requirements have been met is monitored based on Annex Q RMA Log (Return Merchandise Authorization). Maxmar conducts an annual customer satisfaction survey. A questionnaire will be sent to at least 50 current customers.

9.1.3. Analysis and evaluation

The analysis of data is focused on conformity to product requirements, which is performed in the annual management review and uses data applicable in Annex Q RMA Log. The supplier related analysis of data is performed per 7.4.1 Purchasing process.

9.2. Internal audit

One full internal system audit is conducted annually (one audit per calendar year). The purpose of the internal audit is to verify that the quality management system conforms to the standard and that work is performed in accordance with the quality management system.

The audit is documented with Annex D Form Internal Audit. If required corrective action will be implemented. Internal audits are conducted by the internal auditor per Annex S Job Description Internal Auditor and Annex L Organizational Chart. Nobody shall audit their own work per chapter 9.2. The internal audit is audited by the President and CEO.

9.3. Management review

9.3.1. General

Management reviews Maxmar's quality management system annually to ensure its continuing suitability, adequacy, and effectiveness. This review includes assessing opportunity for improvement and the need for changes to the quality management system. The annual management review is presented to the board of the directors. Records from management reviews are maintained.

9.3.2. Management review inputs

The input to management review includes information on

- a. Status of actions from previous management reviews
- b. Changes in external and internal issues that are relevant to the QMS
- c. Information on the performance and effectiveness of the QMS including trends in
 - 1) Customer satisfaction and feedback from relevant interested parties
 - 2) Extent to which quality objectives have been met
 - 3) Process performance and conformity of products and services
 - 4) Nonconformities and corrective actions
 - 5) Monitoring and measurement results
 - 6) Audit results
 - 7) Performance of external providers
- d. Adequacy of resources

- e. Effectiveness of actions taken to address risks and opportunities
- f. Opportunities for improvement

9.3.3. Management review outputs

The output from the management review includes any decisions and actions related to

- a. Opportunities for improvement
- b. Any need for changes to the QMS
- c. Resource needs

10 Improvement

10.1 General

Maxmar strives to continually improve customer satisfactions by meeting customer specification.

10.2 Nonconformity and corrective action

Action is taken to eliminate the cause of nonconformity in order to prevent recurrence. Corrective actions are appropriate to the effects of the nonconformity encountered and documented with Annex H Quality Notification Report (NCR).

10.3 Continual improvement

The effectiveness of the QMS continually improves through the use of the quality policy, quality objectives, audit results, analysis of data, corrective and preventive actions and management review.