

QUALITY, ENVIRONMENT AND HEALTH AND SAFETY AT WORK POLICY



MARTINREA HONSEL SPAIN, a company dedicated to the manufacture of high and low pressure die-cast aluminum parts, jointly adopts this Quality, Environment and Health and Safety at Work Policy.

As part of the Martinrea Group, our **VISION** is to be the world's best and preferred supplier of automotive parts in the products and services we offer to our customers.

That is why we pursue the **MISSION**:

- To deliver products and services of excellent quality, with the goal of **ZERO DEFECTS** in our products and achieve the full **SATISFACTION OF OUR CUSTOMERS**, implementing and maintaining a **Quality Management System based on the ISO 9001 and IATF 16949 standards**.
- To provide opportunities for satisfaction and safety to our employees by involving them in the **PREVENTION OF RISKS AT WORK**, by consulting about all aspects related to their health and safety, being competitive, and growing prudently. Ensuring to our workers the best, **SAFETY AND HEALTHY WORKING CONDITIONS** by the prevention of injuries, avoiding risks and evaluating those that cannot be eliminated, implementing and maintaining a **Management System of Health and Safety at Work based on the ISO 45001 standard**.
- To be a positive factor towards our communities as corporate citizens, as well as to **PROTECT THE ENVIRONMENT BY PREVENTING POLLUTION** by making a sustainable consumption of raw materials and energy, controlling environmental aspects such as atmospheric emissions, spills or waste, which may derive from the operations carried out in our company, and the implementation and maintenance of an **ISO 14001 Standard based Management System**.
- To provide a higher return on investment to our shareholders.

To achieve this, we have developed and implemented in our management systems an approach based on process management and risk analysis with the aim of achieving **CONTINUOUS IMPROVEMENT**, dedicating the **NECESSARY RESOURCES**, complying with **CURRENT REGULATIONS**, legal requirements and other applicable requirements.

The global strategy that is based on **4 PILLARS** which are:

- A. Culture of high performance*
- B. Operational excellence*
- C. Financial management*
- D. Customer is king.*

They are put into practice through **10 GUIDING PRINCIPLES** that must guide the way we work:

1. The Golden Rule: treat everyone with dignity and respect.
2. We manufacture excellent and high quality products
3. Each plant must be a center of excellence
4. Discipline and a sense of responsibility are key.
5. We strive for excellence
6. We are a diverse and inclusive team
7. We thrive in the face of difficulties
8. We think differently
9. Work hard, have lots of fun
10. Improve what already exists

As General Manager of the company, I am committed to ensuring that this policy is understood, implemented and taken into account by all members and at all levels of the organization.

Móstoles, 19 November 2021


Signed by: José Manuel Pérez-Lafuente
GENERAL MANAGER