



## Policy for Quality, Environment and Work environment

We develop and manufacture high performing, high quality, aluminium radiators and heat exchangers for OEM automotive applications.

We are a customer-driven organisation which strives to be the preferred supplier of small and medium volume series of customized aluminium radiators and heat exchangers. We will achieve this by offering product and application know-how, by quickly delivering high quality solutions and products, and by providing a high level of customer service.

Based on compliance obligations and other requirements we are affected by, as well as our environmental aspects and their impacts, we strive to find solutions that minimize our impact on humans and on the environment. Through ongoing environmental impact assessments, we identify measures to protect the environment, including pollution prevention.

We actively seek to establish a good organizational and social environment in which unhealthy workload and discrimination is prevented.

Our policy for sustainability is described in our ethical standard CSR-Code of Conduct.

Our guiding principles should be to

- work proactively with the help of risk analyses and training to ensure a good and safe work environment for everyone
- do it right from the start (zero-fault strategy)
- keep our promises and commitments, and fulfil agreed specifications
- respect each other, our customers, our suppliers, our owners, and other interested parties
- maintain an orderly and well-organised workplace (5S)
- continuously improve our processes and results by minimizing or eliminate waste
- comply with all applicable laws and regulations, and our CSR-Code of Conduct

The management team will create awareness and commitment by ensuring the principles of our management system and by establishing, communicating, and continually reviewing goals throughout the organisation. SAQ is used to evaluate and communicate how well we and our suppliers meet our customers' requirements regarding sustainability.

This policy is communicated to all employees and is publicly available on our website. Our aim is that all suppliers and parties acting on our behalf adopt these principles.

**Reliability   Flexibility   Know-how**