

The Policy of our Integrated Management System, which integrates the policies of **Quality, Health and Safety, Environment, Sustainable Development, Security of Information and Installations of U-SHIN SPAIN, S.L.U.**, reinforces our commitment and responsibility towards interested parties in our manufacturing activity of locksets, keysets and switches for the car.

U-Shin Spain, S.L.U. subscribes, integrates, applies and disseminates the policies of the U-Shin Group in these matters.



Likewise, compliance with all regulatory requirements, regulations, legislation, as well as the internal requirements defined in the IMS Manual is part of the **IMS policy**.

The Management of U-Shin Spain, S.L.U. considers the following as essential values:

- **COMMITMENT:** apply continuous improvement in the management of the integrated system of Quality, Health and Safety, Environment, Sustainable Development, Information and Installations Security and in all the activities, processes and products of **U-SHIN SPAIN, S.L.U.** and comply with current legislation, regulations, as well as other requirements subscribed by our organization.
- **SATISFACTION:** understand, formalize and meet the demands of our customers to permanently improve their satisfaction.
- **EFFICIENCY:** perform the periodic review of our integrated management system, based on the management of associated indicators and objectives, of our processes for the realization of the products and the associated strategic and support processes.
- **CONTINUOUS IMPROVEMENT:** permanently increase the levels of quality, service, costs and technology, working with a focus on processes and thinking based on risks.
- **ENVIRONMENT:** respect the environment, prevent pollution and optimize the consumption of natural resources, with the commitment to protect the environment. Identify and manage our environmental aspects to reduce our impacts on the environment.

- **ENERGY EFFICIENCY:** optimize our energy performance and promote the acquisition of energy-efficient products and services, and design to use the most sustainable technologies and practices.
- **SAFETY AT WORK:** to prevent work accidents and health deterioration as a result of work with the objective of achieving a reduction in the severity and probability of risks to health and safety.
- **SECURITY:** guaranteeing the safety of people, property, facilities and information is a priority for **U-SHIN SPAIN, S.L.U.** and adapt the level of security to the specific risks of the plant.
- **COMMUNICATION:** transparently reporting the results of environmental performance, quality, sustainable development, occupational health and safety and security of **U-SHIN SPAIN, S.L.U.** to our stakeholders.
- **TRAINING:** define and communicate the objectives of the integrated management system and the strategy to achieve them, ensure the adequacy of the necessary resources, and train the staff, promoting and deploying training in all the necessary tools of quality and continuous improvement, safety and occupational health, environment and sustainable development, information and installations security.

The Management of the site is ultimately responsible for the implementation of the Integrated Management System of **U-SHIN SPAIN, S.L.U.**, in accordance with the provisions contained in the Integrated Management System Manual and any other documentation associated with the IMS.

It is the responsibility of each employee to comply with the procedures that relate to their job and to inform of the risks or improvements detected in said job.

This policy is communicated and explained to the entire organization and is also disseminated to all levels of the organization through its placement in different communication areas of the company.

Plant Manager
U-SHIN SPAIN, S.L.U.

This policy is subscribed by the members of the Management Committee of the Abrera plant:

- Plant Manager
- Production Manager
- HR & HSE Manager
- Project Manager
- Quality Coordinator
- Financial Controller



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