

THE MANAGEMENT POLICY

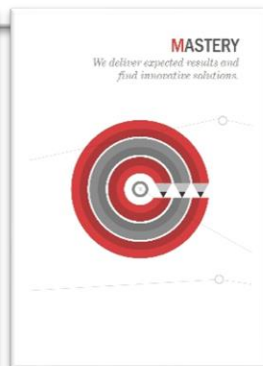
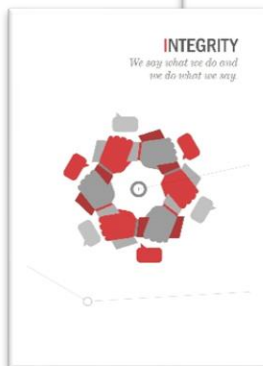
is based on the 2020 vision according to which CIMOS is to become a leading European supplier of mechanical components and modules to the automotive industry. By pursuing the goals of promoting principles of good management aimed at achieving business excellence and of realising the company's long-term objectives the Management Policy provides the foundation of the management system and expresses

THE MISSION OF CIMOS

is to ensure progressive and reliable solutions, which comply with the customers' expectations. We are aware that we are a link in a chain and that our mission can only be implemented in co-operation with our customers, suppliers and the environment in which we operate.

The modes of implementation of our mission are equally important to us as the mission itself; therefore, we respect and uphold the following

VALUES



Our basic values, which provide the foundation to constant improvements in the management system, have been incorporated into



THE MANAGEMENT POLICY PRINCIPLES

CUSTOMER ORIENTATION

We are aware that understanding customers' needs, meeting their requirements and exceeding their expectations is at the basis of all business processes. We thus ensure effective communication with customers, raise the awareness of our mutual interdependence and actively operate to increase customers' satisfaction.

PROCESS APPROACH

In order to ensure efficiency and effectiveness of our business operations, all our business activities and the resources connected with them are managed as processes. The processes are designed by taking into account the benefit and their logical interconnectedness. The continuous improvements process is at the base of every process. We build elements of excellence into all areas of activity, into our relations with customers, suppliers, and our employees. In doing this we always compare ourselves to the best.

QUALITY

The quality of our products and services is based on the zero-error-principle, especially with the so-called safety products. Quality is the priority in our operations and is the foundation for achieving the satisfaction of our internal and external customers. While safety products are identified and marked as such in advance by our customers, product safety regards potentially all parts. Therefore, we have set-up a Product Safety Management System with avoiding product safety issues as primary task, or, when they occur, reporting them in a structured way and mitigating/eliminating the risks systematically.

EMPLOYEE ENGAGEMENT

Our employees are the source of our strength and wealth. We respect diversity, promote continuous education and the personal development of each individual. A clearly designed organizational structure enables every employee to feel free and involved in the business processes through teamwork.

PROTECTING BUSINESS SECRETS

Cimos employees are obliged to protect confidential information and business secrets from intentional or unintentional disclosure to unauthorized parties. Employees are not allowed to disclose confidential information to anyone outside Cimos without prior special permission. Employees have to respect and abide by confidentiality agreements.

ANTI-CORRUPTION AND BRIBERY POLICY

All Cimos employees shall perform their work honestly and according to ethical standards. No bribery and/or acts of corruptive nature are allowed within the Cimos company. The company is committed to uphold the standards of professionalism and honesty in all its business and other type of relations, irrespective of where they take place. We are committed to implementing and applying an effective anti-bribery system.



PROTECTION OF HUMAN DIGNITY AND RIGHTS

Cimos respects human dignity and rights. Employees can express their opinion and give constructive proposal related to the irregularities and nonconformities inside the company. The system and procedures are defined in the manual Protection of employee's dignity and published on the intranet website. Employees, who believes that their dignity and rights are violated can announce that to the respective Committee for protection against mobbing.

ENVIRONMENT ORIENTATION

In CIMOS, we are aware that the environment extending from the interior of our company to the global system represents an increasingly important element of our competitive capacity, our existence and our future. Therefore, environment protection is an integral part of our work, from product and technology planning to serial production, whereby we consistently comply with the requirements of the legislation and regulations in force, as well as with other requirements adopted by the company.

HEALTH AND SAFETY AT WORK

Designing and improving a healthy and safe work environment by taking into consideration the specificity of the technology and the requirements of the automotive industry reflects our concern for our employees and our relation to the social environment in which we live and operate. We consider complying with the requirements of the legislation in force as the minimum standard to abide by.

The 8th edition of the Management Policy was adopted by the Management of CIMOS on 21 April 2017. The Management Policy is available to all interested publics concerned.