

## THE MANAGEMENT POLICY

is based on the 2023 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.



## **SUSTAINABILITY**

Sustainability is the balance between the environment, equity, and economy

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs.

Sustainability is the integration of environmental health, social equity and economic vitality in order to create thriving, healthy, diverse and resilient communities for this generation and generations to come. The practice of sustainability recognizes how these issues are interconnected and requires a systems approach and an acknowledgement of complexity.

Sustainable practices support ecological, human, and economic health and vitality. Sustainability presumes that resources are finite, and should be used conservatively and wisely with a view to long-term priorities and consequences of the ways in which resources are used. In simplest terms, sustainability is about our children and our grandchildren, and the world we will leave them.

## **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.

CIMOS is committed to carrying out its operations and activities minimizing its impact on the Environment through pollution prevention, proper waste management, efficient use of resources and the use of the best available technologies.

We use an environmental management system to commit to protecting the environment, reducing and controlling environmental risks and impacts, including pollution prevention. All factories in the Cimos group have implemented the ISO 14001 standard.

Cimos is committed to implementing environmental responsibility throughout its supply chain in order to reduce the environmental footprint of its products throughout their life cycle.

We are committed to contributing to improving the environmental sustainability. We want to be a relevant player in the energy transition and decarbonization process at a global level. We do believe that fight against climate change should drive us all, from governments and public institutions, companies, and corporations around the world, to even citizens. And we are committed to assuming our responsibility in the unstoppable transition to renewable energy.

## **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.

Our objective is "Zero accidents". Health & Safety of our people and third parties who collaborate in our activity are top priorities. We work to ensure that policies, procedures related to Health & Safety are observed. We continuously evaluate Health & Safety risks, and we have implemented prevention tools. There is no budgetary cap when we talk about protection our people.



## **SOCIAL DEVELOPMENT**

We are also committed to ensuring the social development of local communities in all countries where we operate. We understand we are privileged to operate in many countries and that we have the opportunity to contribute to the social development of those countries, improving people life standards. We promote local workforce with specific agreements, a significant volume of our collaborators and suppliers are local entities and we carry out corporate social responsibility activities to promote initiatives in the field of health, education, culture, etc.

The 9th edition of the Management Policy was adopted by the Management of CIMOS on 31st of July 2024. The Management Policy is available to all interested publics concerned.