



# INTEGRATED SYSTEM POLICY

## QUALITY, ENVIRONMENT AND HEALTH AND SAFETY AT WORK

In the field of wire drawing of special steels intended for cold stamping products, **SEBIR** adheres to the following principles of action to ensure compliance at all times with our clients' requirements, legislation, the regulatory provisions that apply to us or others to which we subscribe, as well as the guidelines of our strategic planning focused on **Occupational Health and Safety, Quality, and the Environment**:

- **Excellence:** To achieve maximum customer satisfaction and loyalty, optimising their experience and minimising the risks associated with our products, guaranteeing supply chain management that meets the needs of our clients at all times, according to the IATF 16949 standard.
- **Innovation:** To continuously improve our products and services as well as our internal processes based on annual targets. Providing new products and services that make our clients more competitive and efficient.
- **Professional approach:** To encourage the training, awareness, and motivation of our team, as well as participation through teamwork and feedback.
- **Participation:** We are committed to involve all the organisation's stakeholders and third parties, through direct consultation, in quality improvement, environmental commitment and health and safety prevention in their workplaces and activities within our organisation.
- **Sustainability:** To protect the environment, prevent pollution, and the efficient consumption of resources by reducing CO2 equivalent emissions. To promote continuous improvement by maintaining an environmental management system in accordance with the ISO14001, UNE-EN ISO 14064-1 standards regarding the generation of the organisation's carbon footprint and UNE-EN ISO 14067, regarding our products' carbon footprint.
- **Compliance:** To comply with our client's requirements, applicable legislation, and other applicable requirements, promote transparency and reporting, and preserve the confidentiality of the information and data with which we work.
- **COMPLIANCE OBJECTIVES:**

The LEADERSHIP of SEBIR's Senior Management and Prevention Body in the establishment of an ethical business culture and respect for current legislation is based on the definition of general compliance objectives.

- **ZERO TOLERANCE FOR CRIMINAL ACTS**

SEBIR's core objective is "Zero Company Tolerance for Criminal Acts". This core objective must be taken into account in all decisions and actions of its employees, as stated in its Code of Ethics, approved by SEBIR's Governing Body, and must guide the planning of Compliance objectives.

- **COMMITMENT TO THE PROTECTION OF HUMAN RIGHTS**

SEBIR is committed to respecting Human Rights.

- **SENIOR MANAGEMENT COMMITMENT**

As part of the commitment and involvement of senior management in the promotion and development of an ethical business culture.

- **Safety:** Occupational health and safety: To employ continuous improvement in the prevention of harm and deterioration of health as the basis of our work activities, including coordination with external collaborating staff, clients, and suppliers, in accordance with ISO 45001:2018.

This policy provides a reference framework for continuous improvement in order to define and review annual goals. We hope that the application of these concepts will help us to consolidate **SEBIR** as a future-oriented company with guarantees of **optimum safety at work**, the **utmost respect for the environment** and **Total Quality**