



INTEGRATED SYSTEM POLICY

QUALITY, ENVIRONMENT AND SAFETY AND HEALTH AT WORK

SEBIR, in the field of special steel wire drawing for the cold stamping of products, has defined the following principles to guarantee at all times compliance with the requirements demanded by our clients, by the legislation, by the regulatory regulations applicable or others subscribed to, and by our strategic plan, always focusing on **Safety and Health at work, Quality and the Environment**:

- **Excellence:** To achieve the maximum satisfaction and loyalty of our clients, optimising their experiences and minimising the risks associated with our products, guaranteeing at all times supply chain management that meets the needs of said clients, on the standard IATF 16949:2016
- **Innovation:** To continuously enhance our products and services, as well as our internal processes based on our annual goals.
- **Professional approach:** To foster training, raising awareness and motivation amongst our team, as well as teamwork and the contribution of suggestions.
- **Sustainability:** To protect the environment, prevent pollution and efficient consumption of resources with the reduction of CO2 equivalent emissions. To promote continuous improvement by maintaining an environmental management system based on the standard ISO14001: 2015.
- **Compliance:** To meet the requirements of our clients, applicable legislation and other requirements subscribed to; to foster transparency and the publication of reports; and to guarantee the confidentiality of the information and the data we process.
- **Ethics:** To ensure ethical behaviour in all our actions.
 - To promote diversity and equal opportunities regardless of race, gender, religion or disability.
 - To support and respect the protection of internationally proclaimed basic human rights.
 - Any type of bribery or illegal and/or ethically incorrect conduct is specifically forbidden. All company employees must report any type of illegal conduct that could negatively affect the company's image.
- **Safety and Health at work:** to use continuous improvement in the prevention of damages and deterioration as the basis for our occupational activities, including coordination with the external contributors, clients and suppliers, on the standard ISO 45001:2018

This policy provides a reference framework for continuous improvement in order to define and review the annual goals. We hope that the application of these concepts will help consolidate **SEBIR** as a company that is confidently facing the future with a commitment to **Total Quality management**.