

The management of METAGRA GROUP takes personal responsibility as Leader of the Management System, promoting team work and developing an open Business Culture that allows everyone's participation in the general orientation of the Company. The global nature of the company, which aspires to operate in several plants, derives in the following Management System Policy:

METAGRA GROUP, as a global actor operating both in Europe and the American continent, competes in the automotive market, providing complex technical and organizational solutions in which excellence in management and productivity are absolutely necessary in order to grow and so prosper as an organization. To achieve this, we need to become more competitive, with support and recognition from our customers, suppliers, workers and other interested parties via a proactive organization that allows us to obtain satisfactory results for our shareholders while being respectful of society, of the environment and of the health and safety of our personnel.

In this way, we are constructing a business culture suitable for our personnel and our shareholders, supply organizations and customers, the environment and society, with the ambition of offering improvements in all of these areas.

Our Management Policy is based on:

- Having **Persons** who are technically competent, honest, proactive collaborators, responsible and predisposed and open to change and learning, committed to doing their best and properly trained, who can find their best opportunities for advancement in our organization with equal opportunities for all, fomenting their loyalty to and permanence in the company according to the applicable ethical and professional standards while guaranteeing confidentiality.
- Fomenting **coordination** between people by developing open and honest **communication**, driven by constant team work at all levels in the company and stressing respect and mutual trust.
- Striving for **innovation** in the organization's processes, anticipating the demands of the market place, using appropriate means and technology to correctly offer and further develop our services.
- Continuous **improvement**:
 - in the quality of the services and products that we provide our client organizations to obtain their satisfaction.
 - in the company's environmental performance, reducing waste generation and the consequent environmental impact.
 - in the organization's energy performance, concentrating on the design and acquisition of energy-efficient products and services.
 - in the prevention of risks in the workplace at all levels, guaranteeing protection and the improvement of the health conditions of the people who work every day in this Company, systematically improving their working conditions, information and training.
 - in the organization's management systems, constantly improving management.



INTEGRATED MANAGEMENT POLICY

- Ensuring compliance with the established **legal and regulatory requirements** and other requisites to which the organization subscribes at all levels, respecting the principles of social responsibility, use and consumption of energy, personnel health and safety, environmental management, and quality of products and services.

This policy provides the reference framework for establishing and reviewing objectives, aims and programs for social responsibility, use and consumption of energy, personnel health and safety, environmental management, and quality of products and services.

All persons in the organization have been consulted, and the policy has been communicated and divulged to them and shall be reviewed periodically.

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