

- POLICY -

GESTAMP ESMAR is a company dedicated to the production of metal components/pieces for the automotive sector by welding of metallic sets, mechanical and electromechanical assemblies. The **VISION** of **GESTAMP ESMAR** is, following the group **GESTAMP**'s policy, to obtain a gradual penetration in a global market, based on competitiveness and productivity with quality products that meet customer expectations. **MISSION**: to provide value to the customer through the efficient application of welding of metallic sets, mechanical and electromechanical assemblies.

By applying our Management System that includes the quality requirements (**IATF 16949**), Information Security (**TISAX**), Environment (**ISO 14001**), Health & Safety (**ISO 45001**) and Prevention (**Law 31/95**), we optimize the competitive capability. Always starting on the fulfillment of the expectations of our clients and our interested parts or stakeholders and duly secure information assets as well as **GESTAMP ESMAR** as their clients and stakeholders during the internal use as when it is exchanged with third parties, we generate jobs which ensure the safety and health job conditions of the personnel, as well as the commitment to the protection and preservation of the Environment during the development of our business.

For our purposes, the management has established this Policy which will be communicated, understood and implemented at all levels of the organization, will be maintained as documented information and will be available to our stakeholders. The following guidelines govern this Policy:

COMMITMENT OF THE DIRECTION AND CONTINUOUS IMPROVEMENT

The direction of **GESTAMP ESMAR** considers Customer Satisfaction, the one of its members and the one of the surroundings geographic partners, as key factors for the development of the company as required by its shareholders, reason why these concepts belong to each and every one of the decisions and activities carried out.

The direction will provide the necessary resources, means, formation and information on Quality, Information Security, Environment, Health and Safety to all staff in developing its activity in the company to provide a framework for the definition of the objectives (*Quality, Information Security, Environment and Health and Safety*) and to ensure the achievement of all the defined objectives (*customer satisfaction, continuous improvement, etc.*) and their viability.

We must work to constantly improve our effectiveness and efficiency, together with the improving of the management system, in order to ensure our survival over time and to improve our performance at all levels.

FIRST, PREVENTION

For proper development of the company, it is essential to apply the concept of the prevention.

It is essential to putting prevention into all aspects. Following the principles of preventive action, eliminating or reducing hazards and risks we will avoid labor accidents, job-related injuries and health deterioration, aggressions to the Environment or dissatisfaction of expectations in our products or services.

The organization makes a commitment to protect the Environment and prevent the contamination and pollution from its processes.

GESTAMP ESMAR also undertakes to protect against violations that may threaten it is confidentially, failures in the integration or temporary use interruptions, both of its own their information and that of its stakeholders.

COMMITMENT TO QUALITY

All performances must be done under **GESTAMP ESMAR**'s commitment to quality, not just those related to product manufacturing, but also those that have to do with service and customer care, giving priority to the prevention of incidents against it detection.

SAFETY AND REGULATION

Special attention and management for references / processes that are involved with safety and / or regulation characteristics showed in customer documents or internal documents. Identify risks and develop correct action plans to avoid defects that can be dangerous to final customers.

PERSONEL IMPLICATION

In order to achieve the proposed objectives and targets, it is imperative the consultation and participation of the entire organization, each with his responsibilities, from management to the workers, being the intermediate controls and the prevention representatives the key link of communication, consultation and authority and therefore the vital link in the search for Quality, information security, protection of the people and the Environment that surrounds us.

Both, our own staff and the one that develops its activity in the company, will be informed and will be required involvement, about politics, information security requirements and environmental practices adopted and implemented in **GESTAMP ESMAR**.

HUMAN EQUIPMENT MOTIVATION

The company depends primarily on the performance of the members of the equipment of **GESTAMP ESMAR** reason why it is fundamental to develop and have the necessary means to the correct development of the work and not to limit his motivation, participation and implication. Only through commitment and teamwork, we will be able to secure the objectives of the company.

CUSTOMER SATISFACTION

All our actions are developed with our customers (*both internal and external*) and their expectations, legal and regulatory requirements as well as any other internal or external requirement bearing in mind that we provide products and services to the highest standards in quality and price, all of this, protecting the information, integrity and availability and improving our processes in effectiveness, efficiency, working conditions and respect for the environment

The objective is to satisfy customer expectation by providing products and services that fulfill the defined requirements and delivered according to their needs.

FULFILLMENT OF THE LAWS

GESTAMP ESMAR is committed to give fulfillment to the environmental laws, of safety and protection of workers and information security, including those relating to the area where we are located: Barcelona area, when they apply to our activities, products and services, as well as all the regulation and other applicable requirements that the company acquires in a voluntary way.

RATIONALIZATION OF THE RESOURCES

Using cutting edge technologies in the welding process and control of the resources, allows us the manufacture of pieces minimizing and rationalizing the consumption of natural resources.

By optimizing the use of natural resources, we promote saving energy and raw materials, looking for a sustainable development, [contribute to the fight against climate change across](#), improved Environment, working conditions and the value of the organization, due to constant continuous improvement and innovation.

Txema Pascual
MANAGER

Barcelona, September 09th, 2024

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