



## Company Policy

### Design and manufacturing of electrical controls

The APAGCoSyst Group drives to deliver excellence in its business to develop and produce electronic devices for automotive, industrial, medical devices and aerospace customers with their individual requirements.

Managing Director APAGCoSyst Group  
Anand Kanoria

#### Customer focus!

- We must exceed quality and environmental requirements to comply with customer needs for our products and services.
- This includes meeting environmental, schedule, and cost requirements, as well as fulfilling agreed product characteristics and standards/regulations.



#### Compliance to the standards!

- We adhere to the standards set by our customers, encompassing ISO 9001, IATF 16949, ISO 14001, ISO 13485, and ISO45001.
- We define quality and environmental goals and periodically evaluate the results.

#### Continual improvement!

- We continuously maintain and improve implemented quality and environmental management system
- We want to assure the continuous improvement in product and process quality and a suitable environment protection in each process for all our locations
- We continuously measure and improve the performance by Lesson's Learned, zero failure strategy, lean and improvements activities.



#### Employee Engagement!

- We sustain employee quality awareness by providing training and information to enhance quality, reduce environmental impact, and strengthen compliance with OH&S principles. We motivate employees and contribute positively to their satisfaction.
- Each employee is responsible to contribute to the consistent high-quality standard of our products and services through his work.
- We expect all employees to observe the highest standards of ethics and integrity in their conduct. APAG Code of Business Standards and Principles serves as a guide to proper business conduct for all employees. We encourage to report without fear of retaliation, suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) through our whistle-blowing policy.



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The requirements arising from the legislation of APAG locations are then described in the documentation of the APAG Management Manual.

### Legal Compliance and Transparency!

- We comply with all relevant laws, regulations, provisions and customer specifications.
- We transparently communicate its quality and environmental performance to relevant stakeholders, including customers, employees, regulators (community, state, country)
- We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate. We have a zero-tolerance approach to bribery and corruption.



### Environmental responsibility!

- We strive to prevent pollution, lower GHG emissions and our carbon footprint, and enhance occupational health and safety conditions.
- We aim to minimize the adverse effects on water quality, soil quality, noise emissions, air quality, biodiversity, land use, and afforestation by ensuring our product production consumes water, energy, and chemicals responsibly. For this purpose, we advocate for the practice of reuse and recycling, use of renewable energy and sustainable resources.

### Supplier Engagement!

- We select carefully our suppliers and perform their assessment
- We require our suppliers to engage in activities in the field of the environment, occupational health and safety, sustainable development and social responsibility.



### Document History

Change-Date:	Changed by:	Released by:	Change Reason	Version
12.04.2023	TKA	LAC,SAI,AK	Change of the graphic of the policy, change of the scope - molding of plastic parts added.	K
28.08.2023	TKA,LAC	LAC,SAI,AK	Increase of policy clarity, update of environmental/sustainability commitments	L
11.10.2024	LAC	AIJ, LAC	Update of the chapter Environmental responsibility, added low GHG . Update of Continual improvement, added continuously measure of our performance	M