

Company Policy

Design and manufacturing of electronic controls

The APAG Cosyst 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.

Anand Kanoria
 Managing Director APAGCoSyst Group
 Anand Kanoria

We strive to exceed the expectations of our customers!

- To exceed quality and environmental requirements is a must for the compliance of our products and services with the needs of our customers
- The term includes environmental quality for our schedule and cost requirements as well as the fulfillment of all products characteristics, which are agreed with the client or specified by standards / internal regulations.

We build mutually beneficial and fair relationships with our suppliers!

- We select carefully our suppliers and perform their assessment
- We create a partnership-based relationship with our suppliers and sub-contractors to ensure that our company supplies the necessary goods and services at market conditions.
- We require from Main-Suppliers a certified management system according to IATF 16949 standard. In addition, APAG CoSyst Group sets the request to the suppliers to align their management system to the requirements of ISO 14001. For medical devices and aerospace projects we verify their compliance to relevant requirements of the applicable standards.
- We require our suppliers to engage in activities in the field of the environment, sustainable development and social responsibility.

We are conscious of our impact having on all aspects of society, including economic, social, and environmental!

- We are interested and we maintain with our partners in the public (community, state, country) an open and transparent contact at each location.
- We keep the statutory requirements and perform the necessary actions to fulfill these requirements.
- Our policy is to conduct business across the APAG CoSyst Group in an honest and ethical manner.
- We have a zero-tolerance approach to bribery, corruption and the giving and receiving of bribes.
- We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.



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

We improve our performance continuously!

- We define the quality and environmental goals and periodical evaluatee the results.
- We comply with the requirements of our customers, which in and of ISO 9001, IATF16949, ISO 14001, ISO 13485, AS9100 are set in standard
- We define, analyze and eliminate risks and hazards
- We improve the performance by LL, lean, zero failure strategy and improvements activities.
- We improve and prevent pollution, reducee carbon footprint, ensure and improve cconditions for occupational health and safety..

We perceive quality & environment as the basis of all our activities!

- We continuously maintain 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 APAG CoSyst Group locations

We support, develop, motivate and train our employees! We apply whistle-blowing policy!

- We are vitally interested in the development of our employees
- We motivate employees and contribute positively to their satisfaction.
- We regularly train all levels of our employees and inform them to sustain and increase their awareness about quality, reduce the impact on the environment and strengthen compliance with OH&S principles
- Follow our established **APAG Code of Business Standards and principles**, which will serve as a guide to proper business conduct for all employees.
- We expect all employees to observe the highest standards of ethics and integrity in their conduct.
- We intend to encourage all staff to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) this can be reported without fear of retaliation.

We comply with applicable laws and regulations!

- We comply with laws, regulations, provisions and customer specifications.
- We regularly review changes and initiate appropriate actions.
- We define stakeholder requirements to ensure compliance!
- Each APAG location comply also with local laws and regulations!

