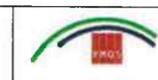


 	Quality and Environmental Management Policy of Boryszew Tensho Poland Sp. z o. o. (Ltd.)	PZ-01-P-08
		Page 1 of 1
		Version: 5
		2020-05-12

									
BKD	BRS	TKS	BTP	BFD	BOD	TFL	AKT	BDE	BPR

The main objective of our company Boryszew Tensho Poland Sp. z o.o. (Ltd.) as a producer and supplier of injection products for the automotive industry, is to offer high quality and environmentally friendly products, which is an argument that prompts the Customer to buy them and to place new orders. The objective of the Company's policy is its long-term development while maintaining environmental requirements and Customer satisfaction.

1. Customer orientation

The automotive industry Customer decides to a large extent on the required quality of our products. Therefore, our objective is to offer our customers products and services that meet their expectations. We want to fully meet our customers' requirements and thus ensure their satisfaction. We try to understand the Customer's organization and business. We want to become an important part of our Customers' team. We are flexible to their expectations, ready for consultations and actions allowing clients to fully use our knowledge.

2. Leadership

The management of the Boryszew Automotive Plastics group and each of its individual companies ensures uniform definition of the objectives of the plants within the group. The management plans and provides the resources necessary to achieve the organization goals and supervises their implementation. All processes are carried out taking into account the Anti-Corruption Policy and Anti-mobbing and discrimination procedures that are in force in Boryszew Tensho Poland Sp. z o.o.

3. Employee orientation

The condition for the competitiveness of our organization is satisfied and motivated team of employees in all factories of the Boryszew Group. Employees are provided with the conditions necessary to perform high-quality, reliable and satisfying work. Boryszew Tensho Poland Sp. z o.o. as part of HR policy uses tools and mechanisms to motivate employees in accordance with the internal motivation procedure, such as employee bonuses, private life insurance, medical care, MultiSport card, and KAIZEN employee initiative program. We also implement quality policy by raising employees' qualifications, their awareness, commitment and competence development.

4. Process approach

We provide constant optimization of standard-compliant processes using the Quality and Environmental Management System. By recognizing, understanding, managing and supervising processes inside the plant, as well as in related companies, we guarantee achieving the set objectives. Pursuant to the zero error method, we strive to eliminate all deficiencies, assess and reduce existing risks and weak points in processes.

5. Continuous improvement

We are constantly working on continuous improvement of the efficiency of our Quality and Environmental Management System developed on the basis of ISO 9001/IATF norm, ISO 14001 norm and customers' requirements. It is monitored by a regular review of the Management System and applying various quality and environmental methods. Data analysis, internal audits, as well as corrective and preventive actions are used to implement the continuous improvement processes. We follow the principle of preventing errors instead of detecting them.

6. Supplier orientation

As a production company, we maintain constant contact and partner relations with our suppliers. By qualifying and developing our suppliers, we create conditions to meet the quality requirements of delivered products and services throughout the entire supply chain. Our suppliers have also been acquainted with the Quality and Environmental Management Policy and its values that characterize our organization.

7. Environmental orientation

The company Boryszew Tensho Poland Sp. z o.o. as one of the few in the group has implemented and maintained environmental management standard in accordance with ISO 14001: 2015. We strive to improve the system, and the process activities always take into account environmental aspects, emissions, effective use of natural resources and care for the natural environment.

The conducted activity complies with legal requirements, respecting the needs of our neighbours, i.e. companies located also in the Pomeranian Special Economic Zone in Ostaszewo.

The company's policy obliges to protect the natural environment, in particular to prevent pollution. It is a matter of concern for all employees.

8. Work safety

Our main goal is to create safe working conditions for each employee, which is achieved by compliance with the rules and safety regulations in all processes. In Boryszew Tensho Poland Sp. z o.o. safety supervision is also carried out by internal audits and ongoing activities aimed at preventing potentially accidental events. The highest priority for us is to avoid threat to employees' health and occupational diseases. Detection of threats and correction of dangerous situations is also carried out with the involvement of the entire team of organizations using the KAIZEN employee initiative program.

9. Openness

Open and mutual dialogue between our organization, public opinion, the Customer and all interested parties is obvious to us. The openness of our organization manifests itself in the propagated concept of combining knowledge, communication, employee orientation, society, environment, surroundings, institutions and other organizations. We make sure that decisions taken inside the company are transparent to all interested parties. Boryszew Tensho Poland Sp. z o.o. implements the provisions of national and local law, therefore we try to build good relations with local authorities, with whom we together clarify doubts, consult opinions on the changing law.

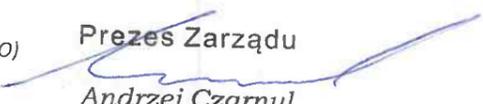
10. Group specifics

10.1. Due to the various structures and processes in the BAP group plants, it is possible for them to establish their own quality policy, but adapted to the requirements and policies of the group.

10.2. In addition to the strategic quality objectives of the group, the plants develop their own objectives corresponding to their specific structures and processes.

Quality and Environmental Policy in Boryszew Tensho Poland Sp z o. o. was approved by:

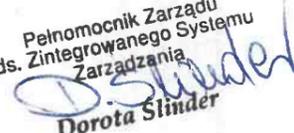
President of the Board
Andrzej Czarnul
Chief Executive Officer (CEO)

Prezes Zarządu

Andrzej Czarnul

Attachment no. 5 to the Book of Quality was prepared by:
Representative of the QMS

Dorota Ślinder
Quality Management Representative ds.

Zintegrowanego Systemu Zarządzania

Pełnomocnik Zarządu
Zintegrowanego Systemu
Zarządzania

Dorota Ślinder