

Policy Integrated Management System

We, Aapico, are committed to operational excellence and sustainability, aiming to meet and exceed the requirements of IATF 16949, ISO 14001, ISO 45001 and ESG principles, ensuring an integrated system that prioritizes Quality, Environmental Protection, Occupational Health and Safety, Social Well-Being and Stakeholders.

So our principles are:

1- Quality

Commitment to excellence in the quality of our products and services, meeting the requirements of Customers and seeking continuous improvement of processes.

Compliance with our Customers' standards, ensuring the delivery of defect-free products (Zero Defects Policy) and minimizing risks throughout the supply chain, to increase Customer satisfaction with a focus on efficient and controlled processes.

2- Environmental Sustainability

Aapico adopts practices that aim to minimize the environmental impact of its activity. This includes: monitoring and reducing GHG (Greenhouse Gases), mitigating climate change and its pollution footprint.

- Air quality monitoring
- Increased energy efficiency and use of renewable energy
- We adopt practices for the responsible use of "natural resources" (e.g. water) promoting conservation and efficiency in its use
- Manage, reduce, recycle and recover waste, making the principle of circular economy work - Carbon neutrality plan with goals to be achieved by 2030 and 2050
- Responsible management of chemicals

Aapico interacts with the surrounding Society and stakeholders by communicating its Policy and best practices

3- Occupational Safety and Health

The Safety and Health of our employees are a priority

We are committed to implementing processes that ensure a safe work environment, including individual and collective protection, machine protection, emergency management with 2 Emergency plans, with fire safety measures in the building (PSI) and another with actions to support other emergency scenarios as well as the prevention of accidents and incidents

Aapico also promotes good ergonomic practices and the safe handling of chemical products, ensuring compliance with current legislation and the requirements applicable to the activity.

4- Social Responsibility

Talent retention, motivation, teamwork and employee satisfaction are essential for Aapico's good performance.

We adopt principles that respect human rights and promote social justice.

We ensure that child labor or modern slavery does not occur, as well as provide fair wages and benefits. Freedom of association and collective bargaining are ensured, in addition to maintaining an environment free of moral or sexual harassment, intimidation, psychological or physical aggression and discrimination of any kind

We respect the laws on working hours, promoting a healthy balance between professional, family and personal life, ensuring the privacy of your data protection policy and ensuring adequate and safe working conditions.

Aapico ensures that in its value chain they are not directly or indirectly interconnected with operating practices that involve the violation of human rights

Aapico does not permit and strongly condemns the practice of corruption and bribery in both active and passive form, including facilitation payments, creation, maintenance, or promise of irregular or favorable situations

Aapico assures that it does not obtain metals derived from originating from conflict regions, ensuring that it is not financing or benefiting armed groups, directly or indirectly

5- Commitment to Continuous Improvement and Innovation

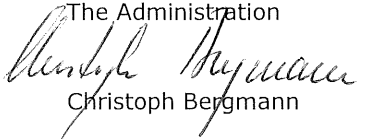
We are committed to improving our integrated management system, encouraging all employees to contribute ideas and actions to improve quality, environmental sustainability, occupational health and safety, and social well-being.

In partnership with our customers and other stakeholders, we develop innovation programs in order to consolidate Aapico's growth and propose alternative solutions for increasingly sustainable products and processes.

6- Legal and Regulatory Compliance

We comply with all applicable local, national and international legislation, ensuring compliance with the requirements of IATF 16949, ISO 14001, ISO 45001 and ESG Standards, ensuring that our practices are always in compliance with best practices and global standards

This Policy reflects our commitment to excellence and a sustainable future, while prioritizing the health, safety, and well-being of our employees and the community.

The Administration

Christoph Bergmann