INTEGRATED MANAGEMENT SYSTEM:

QUALITY, ENVIRONMENT, SAFETY AND HEALTH AT WORK

The general management of CZ Sinter Tech is committed to ensuring that its products and services accomplish customer requirements and legal and regulatory requirements, that it has assessed the risks and opportunities that may affect the compliance of the product and service and that its objective is to improve the satisfaction of the client. Also, it is committed to ensure the environment preservation, the safety and health of their workers, subcontractors and surrounding communities. The general management considers this Policy as an integral part of his business, due to this, takes the responsibility in assure the diffusion, understanding and fulfillment in all levels of the organization.

With this objective, will be ruled by the following commitments:

- **Perform with the relevant legislation, with the requirements agreed with the customers and with any other commitment voluntarily assumed.**
- **Define and implement a corporate responsibility policy, an anti-bribery policy, the employee's code of conduct and an ethical escalation policy (whistleblowing policy)**
- **Establish an Integrated Management System: Quality, Environment and Safety and Health at work that assured the fulfilment of this Policy and includes programs of:**
  - **Assumption of the "Zero Defects Policy" as the basis for managing both our products and processes.**
  - **Continuous improvement of the effectiveness System.**
  - **Pollution prevention.**
  - **Reduction of the risk at work and improve the work environment.**
  - **Increase in Customers satisfaction.**
  - **Prevention and reaction in case of emergency.**
- **Use the facilities using energy in a rational way.**
- **Evaluate the environment's aspects and risks for safety and health in the new projects.**
- **Fix and review regularly the objectives of the Integrated Management System to these objectives are according with the assumed commitments.**
- **Ensure that all employees and subcontractors receive the necessary training and are qualified to fulfil their competences and responsibilities.**
- **Provide the necessary resources to fulfil this Policy and the fixed objectives.**
- **Ensure that the Policy is reviewed periodically to guarantee its continuous adequacy.**
- **Make this Policy reachable, making it available to any interested entity.**

Gonzalo Fernández

Director General



CZ SINTER TECH CODE OF CONDUCT

The top management of CZ SINTER TECH establishes the following guidelines for the anti-bribery policy, the corporate responsibility policy, the employee code of conduct and the ethical escalation policy:

- Do not incur unfair competition
- Do not intervene in money laundering activities
- Respect fundamental human rights
- Respect the freedom of association (Conventions nº 87 and nº 98 of the International Labor Organization (ILO))
- Forbid and prevent the use of child labor under the provisions of ILO Convention nº 138 (no worker will be less than 15 years old (14 in developing countries))
- Forbid the work of children and young people under 18 in environments that are harmful to health
- Forbid forced or compulsory labor in accordance with the provisions of ILO Convention nº 29
- That all workers receive at least the minimum interprofessional salary
- That all workers sign a written contract detailing their salary, vacations and working hours, and receive their corresponding payroll (ILO Convention nº 131)
- That all workers enjoy a continuous rest period of at least 24 hours each week according to the provisions of ILO Convention nº 14
- Have a systematic strategy to avoid all forms of discrimination (due to political opinion, religion, nationality, gender, ethnicity, etc.) in accordance with ILO Convention nº 111
- Periodically check the working conditions (ergonomic or otherwise) of the company
- Apply appropriate measures of health and safety at work (secure facilities, personal protective equipment, etc.)
- Perform an analysis of root causes in case of incident and take appropriate measures
- Comply with environmental protection regulations
- That the organization has not been sued at any time for violating any of the principles / issues mentioned above
- Guarantee data protection
- Strictly forbid the personnel and agents of the organization from offering, paying, promising or authorizing.
- Any payment or any other valuable item; to anyone; directly or indirectly through a third party or for a third party; for purposes of (ie, in exchange for); or make the person act or fail to act in violation of a legal duty; or cause the person to abuse or misuse his position; or ensure an improper advantage, contract or concession; for the benefit of the organization or any other party.