

Integrated Management System Policy

This policy has been created in line with the requirements ISO 45001, ISO 9001, IATF 16949, ISO 14001, ISO 50001 and is in operation across the 5 sites (4 UK based & 1 Slovakian based).

G-TEKT Europe Manufacturing Ltd is totally committed to providing a safe and healthy working environment for its employees, contractors and visitors.

We strive to prevent work related injury or ill health, exceed industry standards for quality systems and quality control and minimise our impact to the environment.

The organisation's employees, external contractors and visitors shall comply and exceed the requirements of the Health and Safety at Work etc. Act 1974 & all other applicable legislation.

G-TEKT are fully committed to fulfil its compliance obligations.

We accept our statutory and regulatory requirements and, where possible, seek to exceed them. We will ensure that anyone working at or attending premises are not exposed to risks that may arise from our undertaking.

We are committed to the elimination of hazards and effective management of workplace risks and opportunities within the working environment.

Employees will be encouraged to report near miss incidents so that corrective measures can be implemented.

Regular meetings will take place to ensure the consultation and participation of workers and their representatives.

We are committed to being responsive to Internal and External issues which may influence our organisational performance.

We are totally committed to the application of Quality Assurance and Continuous Improvement to achieve best class Quality performance.

We are committed to exceeding our customer's needs and expectations, providing products and services of the highest quality, respond quickly and effectively to our customer needs and strive to achieve zero defects in all aspects of the business.

It is our policy that our integrated management system is under continuous improvement & we strive to be best in class, exceeding industry standards.

G-TEKT strive to minimise potential environmental impact & aim to prevent pollution in all practices.

We are committed to achieving Net Zero Carbon emissions across our supply chain, products and operations by 2035, along with overall energy reduction activities.

Integrated Management System Policy (Continued)

As part of this strategy, G-TEKT invests in new technology and solutions to reduce the carbon related impacts of the business, this includes investment in renewable energy sources such as solar power, targeting self-sustainability & a phased approach to minimising the environmental impact of the business.

We will ensure that there is a suitable organisation structure for planning, implementing, monitoring, reviewing and evaluating its activities.

We will provide resources, sufficient information, training and supervision to enable G-TEKT and its employees to meet their responsibilities.

As a condition of employment, all staff will be expected to co-operate with the below:

- Follow the instructions set out in operating procedures or notices in and around the premises.
- Comply with codes of practice, work instructions & guidance which may apply to their work or workplaces.
- Take reasonable care for the health and safety of themselves and of persons who may be affected by their acts or omissions at work.
- Understand that Quality is everyone's responsibility.
- Take a personal responsibility to reduce environmental impact.
- Ensure appropriate waste segregation streams are utilised.

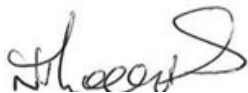
The organisation shall provide a framework for setting objectives.

Objectives

- 1) Reduce the Accident Frequency Rate (ACF) by 1 point in 2026.
- 2) Achieve JLRQ score of 1000> for all sites
- 3) Achieve overall BMW score of 4> on LPKM for all sites
- 4) Reduce the overall scope 2 carbon emissions by 6% in 2026.
- 5) Reduce overall energy usage by 8% compared to the baseline year

This policy is available to any interested parties.

The policy will be reviewed and evaluated annually.



Nick Thomas
Deputy Managing Director
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