

QUALITY, SAFETY AND ENVIRONMENT POLICY

Sika Automotive represented with the companies Sika Automotive AG (Widen and Romanshorn, CH) and Sika Automotive Belgium SA (Saintes, BE) is a supplier and development partner for the automotive industry. As global player, the quality of our products and customer support represents the fundament for a successful business activity. Quality is an important criteria for purchasing decisions and the basis to build a strong relationship with our customers. Sika Automotive AG and Sika Automotive Belgium SA have the clear target to realize all adequate and profitable measures which can promote environment and safety development in all areas of the company.

We therefore commit ourselves within the whole company to comply with relevant laws and regulations, with the contents of the IATF 16949:2016, ISO 9001:2015, ISO 14001: 2015, OHSAS 18001:2007 (Widen) as well as the needs and expectations of the interested parties

Quality, Environment and Safety Prevention are pre-requisite to sustainable enhance the value of our company.

In this scope, the fundamentals are as follow:

- Accurate, timely and business orientated realization of customer requirements
- Promotion of activities to avoid errors, as well as sustainable elimination of sources of problems.
- Continuous improvement of our processes, products and services
- Target Setting for all departments, and evaluation of Process efficiency with metrics
- Promotion of Environment friendly products and processes, avoid Environment impacts, and ensure a careful usage of resources
- Safety at workplace, protection of the health of people
- Reduction of number and impact of accidents, wherever possible
- Internal and external training our workforce
- Install an atmosphere of confidence and acceptance, by implementing an active communication with the employees, customers, authorities and interested parties

The quality, environment and safety management system is continuously improved and developed in all areas of the company. We undertake to identify risks and opportunities to address improvement projects and thus achieve a continuous improvement of quality, environmental and safety performance.

As a matter of course we want to maintain a trusting relationship with our direct and indirect environment, know the expectations and needs of our interested parties identify and characterize hazards and consider ourselves as part of the environment. We engage ourselves to protect the energy resources and the environment, and prevent pollution. We don't consider ecology and economy as discording success factors.

The responsibility for compliance with the company policy is an integral part of any management task and a binding orientation for each employee of Sika Automotive AG and Sika Automotive Belgium SA.

Every employee has the duty and the right to alert in case the continuous improvement is obstructed, and act in a way that the problem is addressed and doesn't appear again in the future.

All relevant persons have been informed in regards of the related parts of the company policy. Our management will regularly review the adequacy of this document. If required, needed updates will be implemented. The corporate policy of Sika Automotive is published on our website

Romanshorn, 1st of June 2017

Automotive Management Team OEM EU: