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Approved by:
Managing Director
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Date:
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POLICIES

Mission: To develop, manufacture and assemble components and systems for demanding industrial customer. Satisfy our customers demands and desire, create good financial return on the capital employed, offer safe and interesting job opportunities and contribute the sound development of our society. We will exceed our customer's expectation by providing industry best quality, service, productivity and time compression. With our experience, competence and focus on continuous improvements we will contribute to our customer competitiveness. With our commitment to Total Quality our customers become long - term partners.

Vision: To be our customer's preferred partner, recognized by openness, performance and competitiveness. AQ Wiring System UAB shall be recognized as our customer first choice.

Established Policies

Quality Policy

AQ Wiring Systems UAB products and services shall be characterized by the highest quality standard. To achieve this we shall assure that we fully understand our external and internal customer's needs and expectations and strive to exceed these through commitment to quality in everything we do.

AQ Wiring Systems UAB ensure satisfied customers by delivering high quality products and services on time throughout the organization. To achieve this, 0-fault has become the philosophy and TQM the strategy. Continuously improving our processes and believing in the participation and the creativity of all of us, we recognize the value of expertise, use of statistical methods and basing decisions on facts.

Our Quality Management System is based on the following TQM strategies

- Customer focus
- Continuous improvement
- Preventive actions
- Fact-based-decisions
- Everybody's involvement
- Long-term strategies

Environmental Policy

AQ Wiring Systems UAB is committed to conducting business processes responsibly, taking into account the impact on the environment and sustainability.

In order to reduce the company's impact on the environment and climate change, we are committed to the following principles:

- To ensure compliance with the environmental requirements of the state and customers and continuous improvement of the Environmental Management System.
- Improve activities, to implement technologies that have the least harmful impact on the environment, to strive for pollution prevention, and also continuously improve the state of the environment. Monitor environmental performance indicators.



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- Reduce carbon dioxide (CO₂) emissions associated with the company's operations. Use natural and energy resources sparingly. Monitor and analyze resource consumption. Encourage employees to travel in the most cost-effective and environmentally friendly mode of transport. Properly manage, dispose of waste, and reduce its amount.
- Ensure that our suppliers are responsible and apply the principles of sustainable development in their strategy and activities and that they ensure compliance with legal requirements.

Encourage employees and develop their responsibility and understanding of environmental protection, resource conservation, and waste management not only as a shared responsibility of the company but also as a personal responsibility.

Ethical Policy

AQ Wiring Systems UAB are committed to maintain a high standard of business ethics. We do run our operations with honesty and integrity towards organizations and individuals. We perform business activities towards many customers and suppliers located in many countries and at the same time as we are following local laws and regulations we do actively promote an open, liberal and multilateral trading system. We do however remain neutral in ideological issues and avoid involvement in political activities.

AQ Wiring Systems has signed the UN's "Global Corporate Citizenship Initiative", which means we adhere to the highest ethical standards.

Occupational Safety and Health Policy

AQ Wiring Systems UAB (hereinafter referred to as the Company) ensures safe and healthy working conditions for its employees in accordance with the laws and legal acts of the Republic of Lithuania, the requirements of the Occupational Safety and Health Management System, the company's ethics policy, and by implementation of the Code of Conduct as a basis.

The company's goal is to promote a conscious attitude of employees towards a safe and healthy environment and to implement the following principles:

- ensure the safety and health of workers in order to reduce the risk of accidents at work, incidents, and occupational diseases;
- identify and manage risks in order to protect workers from occupational risks or to minimize such risks;
- develop the health and safety competence of employees by implementing effective training;
- fulfill the obligation of consulting and participation for the employees through the representatives of the employees in order to increase employee involvement and participation in creating safe and healthy working conditions;
- improve the Occupational Safety and Health Management System in order to implement actions on risks and opportunities, their adequacy, effectiveness, and efficiency.

All employees of the company undertake to perform their duties in accordance with the requirements of the Occupational Safety and Health Management System and legal acts, and to follow this policy.



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Management Commitment

Management undertakes to devote sufficient resources to organizational and/or administrative measures to change behavior and attitudes and to promote a positive culture of safety and health at work.

Personnel and Work Environment Policy

- All personnel shall feel involved and have access to information about development in the company
- Leadership shall be characterized by a genuine desire to assist colleagues in their development by actively planning and steering towards set goals
- We shall follow national legislation, internal regulations towards achieving a good and safe work environment, where respect and camaraderie prevails
- We do not tolerate aggressive, humiliating or abusive behaviour
- AQ Wiring Systems UAB does not allow verbal abuse, intolerable sexual harassment, intimidation, abusive behaviour, violence or threats of violence.

Equality Policy

AQ Wiring Systems UAB hires and treats its employees in a manner that does not discriminate with regard to sex, race, religion, age, disability, sexual orientation, nationality, political opinion, union-affiliation, social or ethnic origin.

Gender Policy

We will:

- Work towards women and men having equal opportunities for training/ development
- Work towards women and men having equal pay for equal work and performance
- Continuously recommend the underrepresented sex when both candidates have equal levels of qualification

Product Safety Policy

- Product safety is and will continue to be one of AQ Wiring System UAB top priorities
- Our processes ensure that our and our suppliers products meet the customers' requirements for a safe product according to their specifications
- Each of our employees clearly understands the importance of a safe product. The training provides employees with an understanding and competence about product safety policies, processes, and responsibilities
- Top Managers actively contribute to the principles of a safe product policy and seek to maintain a high level of awareness and knowledge of a safe product
- Our work is based on a thorough knowledge of the use of our products and a systematic risk assessment of potential safe products.



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Conflict Minerals

- Continuing to comply with the underlying SEC rules and regulations surrounding "conflict minerals".
- Review the use of Conflict Minerals in our products and to be in a position to fulfill our reporting obligations to the SEC and respond to customer inquiries.
- Working towards ensuring that our products do not contain Conflict Minerals that have been sourced in mines that support or fund conflict within the Democratic Republic of Kongo and other adjoining countries.
- Ensure that minerals contained in our products are sourced with due respect to human rights, the need to avoid contributing to conflict, and the desire to support development through our supply chain practices.
- Asking our suppliers to work towards ensuring that any Conflict Minerals contained in the products and material supplied by AQ Wiring Systems UAB and its affiliates do not originate from Conflict Mines.