

SumiRiko AVS – IMS policy

Our expertise

We are experts in the development, design, manufacturing and delivery of anti-vibration systems (AVS) for the automotive industry as well as for rubber compounds. Our range of products includes chassis parts, engine mounts, exhaust system hangers, decoupling elements and vibration absorbers.

Our mission

Our mission is to create and deliver first-class and innovative "**technical products for comfort**"[®] as well as technical solutions that contribute to our customers' competitiveness and create value for our employees and shareholders.

We are committed to environmental preservation and social responsibility as well as to "S (Safety), E (Environment), C (Compliance) and Q (Quality)" which is the principle of our spirit of Monozukuri (Craftsmanship) and our business operation.

Our vision

Our vision is to maintain our market leading position through achieving lasting growth for the existing business and venturing into new markets. As a "Global Excellent Manufacturing Company", we aim for improvement of net equity value by reducing of debts, financial liabilities, working capital, improvement of performance (Net result), organic growths through innovations and best in class operations with a global footprint and a commitment to social responsibility through financial health in order to achieve a common business structure and long-term goals.

Our values

We are committed to provide a motivating, healthy and safe environment for all employees for the prevention of work-related injury and ill health.

We all strive to master our individual and collective future by living the six corporate values of the Group:

- We are customer oriented
- We strive for innovation
- We operate with sustainability
- We communicate openly
- We act with reliability
- We follow our global commitment: discipline, walk what we talk, respect procedures, respect cultural differences, reduce complexity, first piece thru, do the right thing, do things right

Our management policy

The management of SumiRiko AVS and its sites pledge our commitment to continually improve IMS- conditions and its performance:

- We are committed to fulfil customer requirements and offer the best solutions for profitable, efficient and safe products with high availability
- Our Integrated Management System (IMS) ensures the compliance of relevant Standards, norms, legal requirements and other requirements from interested parties
- We ensure that our employees receive the information, training or development they need to implement IMS- improvements.
- All our employees are committed to complying with the applicable guidelines from the management systems (Procedures, Guidelines, work instructions, process descriptions, etc.). Non-compliance can be sanctioned with labor law measures.
- We ensure the means of consultation and participation of workers and/or their representatives for the improvement of the system.

- We measure regularly our performance in terms of health, safety, environmental protection, quality and information security and we ensure that risks have been identified and reduced and hazards have been eliminated in time.
- We strive to use resources sustainably, minimize waste and recycle it to keep negative impacts on the environment as low as possible
- We strive to accelerate digital transformation (Digital Transformation - DX) to improve efficiency and data traceability.
- We promote active and cross-functional communication
- We continuously improve our performance in terms of health, safety, environmental protection, quality and information security

We undertake to comply with the following seven safety principles:

- Safety is our top priority
- All injuries can be prevented – we plan for safety
- Management at all levels is accountable for safety and leads by example
- Everyone looks out for each other no matter who they work for
- Safe behaviour is recognised, acknowledged and praised
- ZERO tolerance for safety breaches
- Everyone has the authority to STOP any unsafe work by using Stop-Call-Wait.

We are committed to providing interested party satisfaction by proving the efficiency of the quality-, information security- and environmental and safety management system through our certifications (ISO 9001, IATF 16949, ISO/IEC 27001, TISAX®, ISO 14001 and ISO 45001).

We are committed to improve continuously our integrated management system and to be state of the art with all the standards mentioned above as well as standards related to compliance management, energy management, Greenhouse gases / Carbon footprint or other new standards.

Moreover we are adhering to the Sumitomo Riko Group's policy: "Every member of the Sumitomo Riko Group will, with the mentality of always putting customers first, enhance the standard of their work to achieve and maintain world-leading quality."

We strive to ensure that our high standards for health, safety, environmental protection, quality, compliance, information security and CSR (Corporate Social Responsibility) are also applied and respected by our partners, contractors and suppliers.



Hidehito Ikeda– Chief Executive Officer



Bernd Schorner – Chief Administrative Officer