

SumiRiko AVS POLICY

Our expertise

We are experts in the development, design, manufacturing and delivery of anti-vibration systems (AVS) for the automotive industry and for various industries including railway, expansion joints as well as experts 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) and C (Compliance)" 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. 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 top management of SumiRiko AVS and its sites pledge our commitment to continually improve QHSE conditions and 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 and legal requirements
- We ensure that our employees receive the information, training or development they need to implement QHSE improvements.
- We measure regularly our performance in terms of health, safety, environmental protection and quality and ensure that risks are identified and 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 continuously improve our performance in terms of health, safety, environmental protection and quality

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 Customer and Partner 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, ISO 14001, ISO/TS 22163).

We are committed to improve continuously our integrated management system and to be state of the art with new standards like occupational health and safety management system according to ISO 45001, compliance according to ISO 19600 and energy management according to ISO 50001 or other standards.

Moreover we are adhering to the Sumitomo Riko Group's quality control 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 and information security are also applied and respected by our partners, contractors and suppliers.


