

QUALITY, ENVIRONMENT, INFORMATION SECURITY AND OCCUPATIONAL SAFETY POLICY

1. SYNTHESIS OF THE POLICY

The Management of TAJO GROUP has established its integrated Quality, Environment, Information Security and Occupational Health and Safety policy. It is committed to meeting the needs of customers, ensuring the confidentiality, integrity and availability of the Information Systems to protect the company from threats, protecting the continuity of the company and the processes managed by TAJO GROUP. It shall provide healthy and safe working conditions in the installations, to prevent injuries, work-related illnesses and situations that can be harmful to health. It shall also ensure that its operations do not generate unwanted changes to the environment, thus guaranteeing our future as a competitive and cost-effective company and providing the resources necessary to achieve this.

2. SCOPE

This policy applies to all workers, directors and members of the administrative bodies of TAJO GROUP, including both inactive and collaborating shareholders, and refers to individual and/or joint actions executed by or in the name of TAJO GROUP. This Policy shall include all the activities, processes and relationships established by TAJO GROUP and its workers, at all levels, whether formally written as contracts, policies, procedures or similar, or applicable by custom or usual practice.

MISSION

WE ARE A COMPETITIVE INDUSTRIAL GROUP INTEGRATED IN MONDRAGON CORPORATION, EXPERTS IN PROJECT DEVELOPMENT AND PRODUCTION OF PLASTIC COMPONENTS AND SUBASSEMBLIES FOR WHITE GOODS AND AUTOMOTION SECTORS. WE ARE LEADERS FOR OUR CLIENTS IN DEVELOPMENT, QUALITY AND SERVICE, BOOSTING CAPACITY, INVOLVEMENT AND PERSONAL DEVELOPMENT.

VISION

BE A DYNAMIC ORGANISATION WITH EXCELLENT MANAGEMENT MADE UP OF COMMITTED PEOPLE, ORIENTED AT PROVIDING A GOOD RESPONSE TO OUR CUSTOMERS' NEEDS, EFFICIENTLY AND PROFITABLY.

3. GENERAL REQUIREMENTS

We are committed to meeting the legal and other requirements and those of our customers, thus achieving customer satisfaction and continuously improving our Integrated Management System. This shall eliminate hazards, reduce risks to occupational health and safety, and provide a healthy and safe working conditions. In addition it shall reduce risks to maintain information security, and pay maximum attention to technological evolution and any improvements that new technologies may make available to us.

All while maintaining a deep respect for the environment. TAJO GROUP is aware of the importance of ensuring compatibility between our activity and environmental protection including the prevention of pollution, and other commitments specific to the context. Therefore we are committed, within our possibilities, to reducing the consumption of natural resources.

By establishing goals and objectives with worker participation, either directly or through their representatives, on Quality, Environment Information Security and Occupational Health and Safety, monitoring, customer satisfaction reports and other tools, we observe the evolution of our Integrated Management System, and identify opportunities for improvement and new goals.

TAJO GROUP shall consult its workers and encourage participation in relevant matters related to Occupational Health and Safety.

We shall share this Policy with all staff and make it available to stakeholders.

Failure to comply with the Policy

Any incident or query related to this policy must be communicated to your direct supervisor (*who shall notify Human Resources*), via the mailbox for breaches of the Code of Conduct or via following email addresses:

Tajo: codigoconducta@tajo.coop

Tabiplast: tabiplast@tajo.coop

Tajo Polska: kodeksetyczny@tajo.coop

Treboplast: etickykodex@tajo.coop

The confidentiality of the person making the report shall be maintained, and there shall be no reprisals for this communication.

People belonging to TAJO GROUP that do not comply with any of the sections of this Policy shall be subject to sanctions, in compliance with the provisions of the company's internal system, without detriment to any other liabilities that may be incurred.