

## OUR CORPORATE INTEGRATED MANAGEMENT SYSTEMS POLICY

Our company, which carries out the design and manufacturing activities of helical spring and stabilisator for the transport (automotive, railway etc.) sector, aims to continuously improve and develop as a company preferred by all OEM's.

In line with this purpose, as PHI Metal, our policy is:

- To use error-preventing methods and systems in order to design, produce and ship the product with ZERO DEFECTS, which is of high quality, economical and fully meets customer expectations under increasing competitive conditions.
- To increase customer satisfaction above expectations by evaluating our risk and opportunities on the basis of all processes by addressing customer expectations in the fastest way,
- To continue our activities in accordance with all national and international legal and other requirements in the relevant sectors,
- To advance together in achieving our strategic goals by developing mutual trust-based cooperation with all our stakeholders,
- To continue our activities in accordance with all the legislation, administrative regulations, legal responsibilities and standards that we are obliged with the awareness that we borrow the environment from future generations, to prevent environmental pollution,
- To carry out studies to prevent air (emission sources), water/wastewater and soil pollution, which is one of our environmental responsibilities,
- Classifying chemicals within the scope of the hazardous chemical activity certificate and all relevant legislation, ensuring proper storage, handling, use, and finally proper disposal and/or recycling of the resulting chemical wastes,
- To choose the raw materials, auxiliary products, technologies and chemicals supplied used in production and other processes, which are sensitive to the environment and human health, produce less waste and are recyclable and take the necessary measures,
- Ensuring the disposal and / or recycling of the wastes that will occur during all our activities without harming the environment,
- Determining the environmental dimensions and effects that occur during the production activities and eliminating or minimizing the damages of these effects to the environment,
- Ensuring efficient use of energy and natural resources, monitoring and minimizing,
- Developing new targets and identifying the actions that will ensure the realization of these targets related to the legislation on Occupational Health and Safety in force,
- Applying the requirements of IATF 16949 and ISO 9001 Quality, OHSAS 18001 Occupational Health and Safety, ISO 14001 Environmental Management standards with the awareness of the employees are our treasury, and improving its effectiveness continuously,
- To give importance to the suggestions of the employees with the principle of "Employees are valuable to us", to constantly encourage employees for the development of the system by using the lessons learned and best practices
- To comply with all legislation, administrative regulations, legal responsibility and standards related to Occupational Health and Safety,

- To prioritize occupational health and safety in all our processes, to manage and improve our risks in a planned manner and to reduce them to an acceptable level.
- To take precautions with personal protective equipment in cases where dangers and risks cannot be eliminated with collective protection or working methods in occupational health and safety studies.
- Taking appropriate measures to make the machine or process safe and reduce it to an acceptable level of risk without creating additional hazards.
- To take precautions against all kinds of emergencies (fire, earthquake, flood, chemical spillage, etc.) within the scope of the emergency action plan. In this context, to carry out annual periodic training and exercises.
- To ensure the ergonomics of making the working and living environments of the personnel healthy, safe, comfortable and suitable in our workplace.
- Ensuring that the conditions and behaviors that may lead to accidents and losses are kept under control by making improvement and development continuous through corrective and preventive activities, zero work accidents, occupational diseases and lost work days,
- As PHI Metal, our main principle is to achieve the determined targets by acting within the framework of these policies and to ensure the continuity of customer satisfaction.

**Hakan SÖNMEZİŞİK**  
General Manager