

INTEGRATED MANAGEMENT SYSTEM 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 legislation, administrative regulations, legal responsibilities and standards that we are responsible for, with the awareness that we borrow the environment from future generations, and to prevent environmental pollution,
- Considering the zero waste approach while carrying out our activities,
- To carry out studies to prevent air (emission sources), water/wastewater and soil pollution among our environmental responsibilities,
- Identifying emission-related pollution and taking mitigating and preventive practices,
- Being aware that water resources are an indispensable element for living life, to implement practices aimed at reducing water intensity in production and water recovery,
- To classify chemicals within the scope of the hazardous chemical activity certificate and all relevant legislation, to ensure proper storage, handling, use and ultimately the proper disposal and/or recycling of the resulting chemical wastes,

- To reduce hazardous chemicals by adopting practices that will minimize hazardous chemical waste, and to take precautions to prevent them from mixing with soil, air and water until they are sent for recycling or disposal,
- To select the raw materials, auxiliary products, technologies and supplied chemicals used in production and other processes that are sensitive to the environment and human health, produce less waste and are recyclable, and take the necessary precautions,
- Ensuring the disposal and/or recycling of waste generated during all our activities without harming the environment,
- Evaluating climate and environmental impacts, determining targets accordingly, and considering the "zero waste" approach in the determined targets,
- To identify the environmental aspects and impacts that occur while carrying out production activities and to eliminate or minimize the damage that these impacts may cause to the environment,
- Ensuring the efficient use of energy and natural resources, monitoring and minimizing them,
- To ensure that regular periodic checks are carried out in order to ensure energy efficiency and to investigate and eliminate energy losses and leaks,
- Encouraging the use of renewable energy resources (SPP)
- Developing new targets regarding the Environmental and Occupational Health and Safety legislation in force and determining actions that will enable these targets to be achieved,
- To comply with all legislation, administrative regulations, legal responsibilities and standards regarding Occupational Health and Safety,
- With the awareness that employees are our treasure, to implement the requirements of IATF 16949 and ISO 9001 Quality, ISO 45001 Occupational Health and Safety, ISO 14001 Environmental Management standards through continuous training and to continuously improve their effectiveness,
- Giving importance to employees' suggestions with the principle of "Employees are valuable to us", and constantly encouraging employees for the development of the system by using the lessons learned and best practices,
- 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 acceptable levels.
- To take precautions with personal protective equipment in cases where hazards and risks cannot be eliminated with collective protection or working methods in occupational health and safety studies.

- To take appropriate measures to make the machine or process safe and reduce it to an acceptable risk level so that it does not create an additional hazard.
- To take precautions against all kinds of emergencies (fire, earthquake, flood, chemical spillage, leakage, etc.) within the scope of the emergency action plan. In this context, to carry out annual periodic training and exercises.
- To ensure that the working and living environments of the personnel in our workplace are made healthy, safe, comfortable and appropriate in terms of ergonomics.
- To ensure that conditions and behaviors that may lead to accidents and losses are kept under control, and to ensure zero work accidents, occupational diseases and lost working days, by ensuring continuous improvement and development with corrective and preventive actions,
- As PHI Metal, our main principle is to act within the framework of these policies, to achieve the determined targets and to ensure the continuity of customer satisfaction.

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