



-Company Policy Integrated Management Systems-

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Introduction

Under the umbrella of this integrated company policy, the above-mentioned topics are summarized. It serves to get an overview of the orientation of the company.

For all areas of the company as well as for their employees, the independent Musashi culture as well as the 7 core values of Musashi described in more detail later are of great importance. They form the basis for daily cooperation in everyday working life.

Social commitment and social responsibility are very important to us. As a company of Japanese origin committed to tradition, we have a social responsibility in the region that we take very seriously. That is why we actively cooperate with local associations, training institutions and social sector providers.

For information on the subject of risk, please refer to the current risk assessments.

Energy and Environmental Policy

Preamble

Economic activities are associated with the consumption of energy as well as interventions in the environment. For this reason, the technology required for industrial production as well as its periphery must be designed in such a way that they do not endanger people or the environment around them and that the required energy demand is kept to a minimum. Musashi Europe addresses this central task of 21st century society by implementing an integrated management system that complies with the globally valid DIN EN ISO 14001 standard and the DIN EN ISO 50001 standard valid throughout Europe.



The energy and environmental policy as part of this system extends to all areas of the company. As part of the corporate guidelines, it is binding for all employees of the company. Our internal energy and environmental goals and the energy saving and environmental protection programs necessary to achieve these goals are derived from this policy. Musashi Europe's energy and environmental policy is based on the following energy management and environmental protection guidelines.

Energy Management and Environmental Protection Guidelines

1. Our declared goal is to keep energy consumption and possible negative impacts of operational activities on the environment low. The health and safety of people as well as the protection of the environment should always have the same priority as the economic benefits of the company. The continuous evaluation and improvement of operational energy efficiency and environmental protection within the framework of the integrated management system Energy and Environment will continue to ensure high environmental protection and safety standards as well as the resource-conserving use of energy in the future.

2. Our production processes and products are regularly checked for their energy and environmental impact. The resulting measures and advanced technologies should lead to the conservation of natural resources, to the improvement of energy efficiency and to the reduction of residual materials. In doing so, we ensure that unavoidable waste is recycled by type or properly disposed of by audited, approved and competent companies and that the consumption of energy is subject to regular control.

3. The Energy and Environmental Guidelines are binding for all Employees of Musashi Europe. The management has special responsibility for the realization of our energy and environmental goals. As a role model, it actively contributes to the further development of energy and environmental policy and the necessary understanding of its employees and to anchoring a responsible, resource-conserving use of energy and environmental protection in the corporate structure. It also undertakes to provide appropriate information and all resources necessary to achieve its strategic and operational objectives.

4. If we need services from other companies, we convince ourselves of their expertise and reliability. Our suppliers, service providers and contractual partners are involved in our efforts for a responsible, resource-conserving use of energy and environmental protection. In particular, we ensure that companies operating with us comply with the regulations applicable at our locations and are aware of the company's energy and environmental policy.

In the procurement of products and services, we support energy-efficient options that have an impact on the energy-related performance of our organization.

It is also very important for us to support activities that take into account and promote the improvement of energy-related performance, for example when designing systems and equipment, but also when planning production processes.

5. The functioning and further development of our integrated management system as well as compliance with energy and environmental policy and its objectives are subject to ongoing monitoring by means of regular audits. In the event of target-actual deviations, those responsible are obliged to take appropriate corrective measures.



6. All Employees of Musashi Europe are regularly informed about measures relating to energy and the environment and involved in decision-making processes. In addition, the sense of responsibility of our employees is constantly promoted through training. We conduct an open and objective dialogue with our customers, the responsible authorities and the public. This includes all topics that affect the energy and environmental aspects of our activities and include potential for improvement.

7. The legal regulations and official requirements on the topics of energy consumption and environmental protection form the framework of our activities. By adhering to them and maintaining a balanced relationship between ecology and economy, we want to live up to our social responsibility towards our employees, society and the environment.

Safety and Health at work

Based on the basic philosophy of occupational health and safety "without safety no production", we pursue the goal of reducing the accident and health risks in the company to a minimum as far as possible in order to maintain the health of our employees, customers and service providers. To ensure this, occupational health and safety management in accordance with DIN ISO 45001 has currently been introduced at the Bockenau and Lüchow sites. This presupposes that all workplaces are checked and adhered to in accordance with labour law. Risks to safety and health are identified through risk assessments and then eliminated by appropriate measures or employees (or persons) are sufficiently informed of risks.

Musashi Europe pursues the following principles with regard to occupational health and safety:

- A safe and healthy working environment, including safe access and evacuation routes.
- All relevant occupational health and safety legislation and, if applicable, applicable standards must be complied with.
- Identification of all physical, chemical, ergonomic, biological and psychological operational hazards. The goal is that employees and people who come into contact with the risks of our activities are exposed to them as little as possible.
- Taking precautions for the safe use, storage and handling as well as the safe transport of goods and materials.
- Zero accidents and occupational diseases are the ultimate goal.
- Appropriate and sufficient education, instruction, training and control so that all employees are able to implement the Safety and Health at work principles.
- Regular application of management measures to document, review and, if necessary, improve compliance with this standard.

Quality Policy

Preamble

Musashi Europe manufactures raw parts as well as ready-to-install engine, transmission, axle, bearing parts and tools with its own raw parts base. It sees itself as a component and system supplier for the automotive and capital goods industry on the international market.



As a partner, Musashi Europe strives to produce the highest product quality at competitive costs through innovative technologies and modern manufacturing methods.

Vision

„Go Far Beyond“

Break barriers and go on adventures!

Our Purpose

We contribute to enriched Harmony between our lives and Earth, using our Passion for technology and Wisdom for innovation.

Our Way

Customer first

- We regard all persons relevant to our work equally as "customers"; whether internal or external.
- We understand the true needs and expectations of our customers.

Integrity

- We act responsibly and sincerely.
We work with heart and mind.

Be unique, be creativ

- We work with an alert mind and inventiveness.

Try first, learn fast

- We face the daily challenges.
- We learn from our practical experience.

One Musashi

- We respect diversity and individuality.
- We live the team spirit and support the brainstorming.

Leadership and ownership

- We act proactively.
- We work solution-oriented.

Smile and thanks

- We cultivate appreciative manners.
- We have a positive attitude.



Compliance

A pioneering role as an innovative partner in the automotive and capital goods industry also gives rise to responsibilities. Managing business risk is such a responsibility and part of our commitment to providing our customers with ethical and sustainable products. Musashi Europe is therefore an advocate of acting in accordance with the applicable laws, fair competition and free market. Musashi Europe strives to ensure that conflicting conduct is prevented under the control of Musashi Europe. For this reason, an antitrust directive, a code of ethics for executives and provisions on internal control were introduced. In addition, there are other principles of the parent company Musashi.

Data Protection and Information Security

The protection of personal data plays an important role at Musashi Europe. The strict legal requirements of the European General Data Protection Regulation have long been taken into account by a large number of implemented standards, for example through the implementation of a Group-wide data protection directive and the appointment of a data protection officer.

In order to meet the increased requirements for information security in contractual relationships with customers and suppliers, a management system for information security TISAX (Trusted Information Security Assessment Exchange) was introduced, which is regularly audited for compliance with customer requirements and applicable legal and official requirements.

The main objectives of the information security management system introduced are:

- Increasing the protection of the confidentiality of information
- Improve the availability and integrity of information

Release

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