



MANAGEMENT POLICY

FMG-MC-001-14

The **MAIN MISSION** of ZF - FMG is to provide solutions in the manufacture of brake components for the automotive industry.

THE VISION: We want to remain as **European leaders in the design and manufacture of friction materials and components** for the replacement market and **be world leaders**, offering the best possible quality / price ratio and minimizing environmental impact.

Our strategies:

- Prevent better than correct
- Continuous improvement
- Sustainability



The **OBJECTIVE** is the improvement of products and management processes in order to maintain the **HIGHER COVERAGE OF THE AUTOMOBILE PARK** and achieve higher sales. The company is committed to protecting workers, improving environmental performance and manufacturing safe products for the **END USER**, which comply with the legal requirements of the industry.

FUNDAMENTAL PILLARS



CUSTOMER

Customer Orientation, incorporating its requirements and with the aim of achieving its greatest satisfaction, offering the best service and always ensuring continuity of supply.



TEAM

Trained, competent and professional with a sense of responsibility, participation and oriented towards the achievement of the objectives. We have people aware of the importance of their activities and the risks to customers of non-conforming products.



AMBIENT

Eliminate hazards and reduce risks to worker safety and health, provide safe and healthy working conditions for the prevention of injuries and deterioration of health. Promote consultation and participation of workers.



PRODUCT

Manufacture prioritizing defect prevention, variability reduction and environmental protection and pollution prevention.



INNOVATION

Innovation in the design of new friction materials requested by vehicle manufacturers to guarantee a product with absolute safety and higher comfort. An environmentally friendly design, free of heavy metals.



SUSTAINABILITY

We analyze the impacts of our product throughout the life cycle for greater recyclability, reducing wear and using less polluting materials. Our formulas already include recycled products from the production process.



LEGAL REQUIREMENTS

Compliance with all applicable legal and other requirements. It includes the development of Equality Plans, establishing equal opportunities between women and men as a strategic principle of our corporate and human resources policy.



VANGUARD TECHNOLOGY

Continuous improvement of the product design and the production process seeking to reduce the emission of pollutants, automation and energy efficiency.

COMMITMENT MANAGEMENT



Maintain an updated, agile, efficient and participatory management system.



Set objectives at all levels and provide the necessary resources to meet them.



Consider the stakeholders that affect their ability to achieve the expected results of the management system.



Analyze and prioritize risks and opportunities in the organization, planning actions and assessing their effectiveness.



Make the policy known to all interested parties in order to achieve identification and commitment.

Direction
March 2024

