

## GROUP POLICY

The **MMM** Group is committed to strive in order to ensure the quality and environmental management in all processes according to ISO 9001, ISO / TS 16949 and ISO 14001 standards. Moreover our business activity and strategy integrates the responsibility criteria at our disposal and the compliance of social and legal requirements in force related to safety and health at work.

In this context, we make the following commitments:

To comply with the current legislation, as well as **all requirements endorsed by MMM** and **targets** set under the **integrated management system**.

To provide the necessary resources to develop **continuous improvement processes** and **innovation** in order to adapt and to anticipate to new trends and challenges.

To commit to develop our business and products in a **socially responsible way** while setting a **constant dialogue with our stakeholders**.

To respect the rights of individuals, their freedom of expression and to **ensure equal opportunities** without any discrimination on grounds of gender or race.

To ensure **optimal, safe and healthy working conditions**.

To prioritize the **satisfaction and loyalty of our customers**.

To protect the environment, to prevent against pollution, to ensure a sustainable use of resources and progress in the mitigation and adaptation to climate change.

To consider **environmental and efficiency aspects** into the life cycle of products and activities of **MMM** Group.

To use the **best practices and technologies available**, so that our products have the **highest level of quality** and meet the needs of our customers.

To provide a **good working environment**, which involves and motivates all staff.

To provide the **necessary training to all MMM** staff in order to ensure optimal career development allowing us to be a leader in our industry.

To prioritize **supplier relationships incorporating sustainability criteria** in its management.

To generate **wealth in our local region** and maintain a collaboration and participation relationship with Government agencies and stakeholders.

To implement, review and communicate this policy to the entire team of **MMM** and make it publicly available.



**Jordi Priu Pont**  
CEO  
Molins de Rei, May 13, 2016