

## GROUP POLICY

The **MMM** Group is committed to strive in order to ensure the Quality, Environmental management and Occupational Health and Safety in all processes according to ISO 9001, IATF 16949, ISO 14001 and ISO 45001 standards. Moreover our business activity and strategy integrates the responsibility criteria at our disposal and the compliance of social and legal requirements and prevention of crimes according UNE 19601 standard.

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

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

**Protect the environment**, prevent pollution, ensure sustainable use of resources and advance in mitigation and adaptation to climate change.

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

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

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

**Zero tolerance** with the commission of criminal acts. In this line, we require all Employees to report suspicious facts or conducts, guaranteeing the absence of reprisals. If necessary, we will apply the disciplinary, corrective or sanctioning actions protected by current labor regulations. Likewise, is constituted in the organization a Compliance body, endowed with independence and authority, aimed at the prevention and detection of risks.

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, 17 of September 2018