

1. APAG Cosyst Group:

APAG Elektronik AG, a 100% subsidiary of APAG Holding AG exists since 1954 (founded in Switzerland). In 2008 APAG Elektronik AG acquired APAG Elektronik s.r.o (Czech Republic). In 2012, Kanoria Chemicals & Industries Ltd. (KCI) acquired APAG Holding AG. In 2015 the group was further expanded with the acquisition of CoSyst Control Systems GmbH. The group was restructured under APAG Holding AG and the three sister companies APAG Elektronik AG (ACH), APAG Electronik sro (ACZ) and CoSyst Control Systems GmbH (ADE) were re-branded together the **APAG Cosyst Group**. In 2018, APAG CoSyst Group starts a new Production and Development plant in Canada. The group drives to deliver excellence in its business to develop and produce electronic devices for automotive and industrial customers with their individual requirements.

The primary values of our corporate group are high quality, long-term partnerships, strong corporate governance and social responsibility. Performance is our passion.

2. Organisation Structure:

APAG Cosyst Group has built up a work structure in processes which are defined in detail in the Quality and Environment Handbook based on ISO 9001, IATF16949 including ISO14001 and ISO13485.

3. Quality and Environment Philosophy of the APAG Cosyst Group:

Re-certification of existing Integrated Quality and Environmental system according ISO 9001, IATF 16949 and ISO 14001 was successful in June 2018 for Manufacturing site in Pardubice and related processes at remote locations (in Switzerland and Germany) and by its continuous maintainance we want to assure the continuous improvement in product and process quality and a suitable environment protection in each process for all APAG CoSyst Group locations.

The manufacturing site of APAG Canada obtained the ISO 9001 and IATF 16949 certification in 2020.

The goal of APAG is to have a unified global Quality and Environmental management system accross all locations.

The next steps for the QMS are:

ISO13485 certification for APAG Pardubice, Germany, Canada (Development) and Switzerland.

ISO14001 certification for APAG Canada.

The management is aware that the preservation and promotion of these norms can be realized only through its employees.

The general management is committed to promote the development of environmentally friendly products and supply them, contributing to global environmental protection, promote recycling-oriented production with minimized input resources and as many recyclable resources as possible.

To control the processes APAG CoSyst Group records all weak issues of its defined quality and environment request with practical instruments and will improve these to follow the 0-Failure-Strategy.

4. Customer Orientation:

To supersede Quality and Environment Requirements is a must for the compliance of our products and services with the needs of our customers. The term includes environmental quality for our schedule and cost requirements as well as the fulfillment of all products characteristics, which are agreed with the client or specified by standards / internal regulations. We strive to exceed the expectations of our customers.

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5. Management:

The general management is committed to create the necessary conditions and resources to fulfill the politics, objectives and target values of quality and environment in society.
The APAG CoSyst Group executive is in constant communication to generate an environment which supports our employees so that they can become fully involved in achieving the joint business goals.

6. Employees:

APAG CoSyst Group will:

1. Develop the personal relationship of each employee to our company
2. Motivate employees and contribute positively to their satisfaction
3. Regularly train and inform staff to sustain and increase their awareness about quality, reduce the impact on the environment, and strengthen compliance with occupational safety principles
4. Follow our established **Code of Ethics and Business Conduct**, which will serve as a guide to proper business conduct for all employees. We expect all employees to observe the highest standards of ethics and integrity in their conduct.

7. Continuous Improvement

APAG CoSyst Group strives to continuously improve the quality of its products, engineering and customer service processes to ensure long-term success.

Foundations for our improvement efforts are:

1. Clear and measurable quality and environmental goals with our suppliers.
2. Ongoing compliance with the requirements of our customers, which in and of ISO 9001, IATF16949, ISO 14001 and ISO 13485 are set in standard.
3. Instruments for recording, monitoring and implementation improvement measures for the APAG CoSyst Group Zero-Failure strategy.
4. Improvement and prevention of pollution.

8. Supplier Relationships:

The careful selection and ongoing assessment of suppliers and a partnership-based relationship with our suppliers and sub-contractors ensure that our company supplies the necessary goods and services at market conditions. APAG CoSyst Group requires from Main-Suppliers a certificated management system according to ISO 9001 standards. In addition, APAG CoSyst Group sets the request to the suppliers to align their management system to the requirements of IATF 16949 and ISO 14001. The effective implementation is monitored by us.

9. Society and Environment:

With our partners in the public (community, state, country) APAG CoSyst Group is interested and maintains an open and transparent contact at each location.

APAG CoSyst Group keeps the statutory requirements and performs the necessary actions to fulfill these requirements.

10. Bribery and Corruption:

Our policy is to conduct business across the APAG CoSyst Group in an honest and ethical manner. We have a zero-tolerance approach to bribery, corruption and the giving and receiving of bribes. We are committed to acting professionally, fairly and with integrity in all our business dealings and relationships wherever we operate.

11. Whistle-blowing policy:

APAG CoSyst Group has been established policy which is intended to encourage all staff to report suspected or actual occurrence(s) of illegal, unethical or inappropriate events (behaviors or practices) this can be reported without fear of retaliation.

Through these principles APAG Group is able to promote sustainable development.

Date / Managing Director APAG CoSyst Group Anand Kanoria

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Document History

Change-Date:	Changed by:	Released by:	Change Reason	Version
20.08.2013	PS	PP	First Edition	A
04.05.2015	PS	JA, AK	Add. ISO9001 certified, add. signing delegate of the board	B
22.05.2017	STU	AK	In all points updated APAG Group to APAG CoSyst Group, updated history of company, added mission in point No. 1, point No. 3 – certified 2 location, 3 rd is planned. Added point No. 10 Bribery and Corruption	C
2.5.2018	STU	AK	Added Whistle-blowing policy – No.11, added Code of Ethics and Business Conduct into the point No.6.4, update point 3 – quality and environment philosophy, updated IATF 16949 instead ISO/TS.	D
30.5.2019	STU	LAC, AK	Update point N. 3- added Canada location, modified environmental policy	E
30.10.2020	TKA	AK	No.: 2,3 and 7 - reviewed and updated with regard to implementation of ISO 13485 requirements	F

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