



INTEGRATED MANAGEMENT SYSTEM POLICY

Elta Automotive Ltd has defined this IMS Policy and made it available to employees and other interested parties. The IMS Policy represents the framework for planning and improving the IMS and setting general and aspect-specific IMS objectives. It is appropriate to the Organisation's processes, products and services, derived from the overall corporate policies, context and strategy and provides a framework for establishing and reviewing overall strategic objectives.

The IMS Policy is approved by Senior Management and is displayed in the work/prominent areas of all working locations or otherwise effectively communicated to all staff and others affected by its activities. Periodically, Senior Management Reviews the policy for its continuing suitability, adequacy and effectiveness, and this is updated and re-issued as required. The IMS Policy includes a commitment to satisfy all applicable requirements and continual improvement of all aspects of the IMS.

Elta Automotive Ltd is committed to:

- **Customer Satisfaction:** Supplying high-quality products and services that meet or exceed customer expectations, relevant standards, and agreed-upon criteria
- **Environmental Stewardship:**
 - Utilising Zero Carbon electricity in our facilities to reduce our carbon footprint.
 - Implementing comprehensive waste management practices, including on-site cardboard shredding, compacting cardboard waste into bales for efficient recycling, and responsibly disposing of any metal waste through trusted recycling companies.
 - Preventing pollution and protecting the environment in all our operations.
- **Occupational Health and Safety:**
 - Eliminating hazards and reducing OH&S risks to ensure a safe and healthy work environment
 - Consulting with and encouraging participation of employees, their representatives, and others working on our behalf in OH&S matters
- **Sustainable Supply Chain:**
 - Prioritising suppliers who meet stringent environmental and ethical standards, including ISO 9001, 14001, 45001 and ITAF 16949 certifications where applicable. While certification is preferred, suppliers must adhere to our requirements for Conflict Minerals, REACH and RoHS compliance.
 - Conducting regular supplier audits and factory visits to verify compliance
- **Continuous Improvement:**
 - Utilising third-party sustainability assessments (e.g., EcoVadis) to enhance our Environmental Impact, labour practices, human rights standards, and ethical operations

- Striving for continual improvement in IMS performance, considering regulatory requirements, community concerns, and technological advancements

- **Legal and Regulatory Compliance:**
 - Complying with all applicable legal requirements, IMS standards, and other compliance obligations
 - Regularly reviewing and updating our practices to align with evolving regulations and industry best practices
- **Employee Development:**
 - Developing and maintaining a highly motivated, trained, competent, and aware workforce for effective management of IMS issues and requirements
- **Stakeholder Communication:**
 - Communicating our IMS commitment to clients, employees, and other interested parties
 - Fostering transparency and accountability in our operations and supply chain
- **Risk Management:**
 - Identifying, preventing, controlling, and minimising adverse Impacts associated with our operational activities
 - Implementing robust emergency preparedness and response procedures.

This policy provides a framework for setting and reviewing our IMS objectives. Senior Management regularly reviews it to ensure its suitability, adequacy, and effectiveness. We are committed to making this policy available to all employees, stakeholders, and interested parties and implementing it throughout our Organisation.

By integrating these commitments into our daily operations, Elta Automotive Ltd strives to positively impact the environment, ensure the health and safety of our workforce, and deliver exceptional value to our customers while maintaining the highest ethical standards in our industry.

IMS Policy Sign Off

Date of issue:	28 / 05 / 2025
Date of Next Review:	03 / 02 / 2026
Name:	IAN HALLAM
Signature:	