

Author: mth Approved : BEL	27/11 2015	Management Statement	
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Quality and cooperation is defined by the management team according to the following policies.

The customer is the most important asset to Tinby. We will establish and maintain an organization at all levels that are characterized by quality and who possess strength and prestige, so that we are able to identify and live up to the defined customer agreements.

Tinby will build and maintain a management system that complies with the current EN/ISO 9001, 14001 and OHSAS 18001. Tinby will continue to meet the demands presented in these standards and continue to maintain and improve the system.

Tinby's policy and objectives are assessed annually, and monitored regularly for ensuring success.

Customers should always have a positive experience with Tinby. The quality level is unaltered regardless if it is an existing customer or the first contact of a prospective customer.

Tinby will encourage its suppliers to provide environmentally sound raw materials, products and services.

Tinby must possess sufficient knowledge of the products offered so that we can advise customers on function, design, construction, materials and production.

Tinby will constantly be aware of the technological developments in processes, materials and minimize emissions from the processes in the product areas we deal with.

Tinby will keep customers informed about these processes in order to continually improve the products Tinby delivers.

Tinby offers and manufactures products of excellence and reliability.

Tinby will act upon the SP Group's policies.

Tinby will comply with applicable regulatory requirements at all times.

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Quality Policy.

In order for Tinby to ensure its continued positive development, we will continuously consolidate, review and improve our status as a supplier of the finest quality.

Tinby shall be known as a highly competent, professional and efficient supplier, in which active client collaboration will increase earning capacity.

Product quality must match customer demands and comply with customer requirements and specifications.

Supply security must be exceptional so the specified packaging and shipping delivery terms are met.

Business conditions and announced changes must be clarified in due time before they take effect.

Advising clients and offering preparation should be done as considerately as possible. It is important to be involved in customer relations and continue to create ideal conditions for our products.

Environmental policy.

For Tinby A/S, working in the plastics industry, has selected plastics the principal basis for the production of technical parts for customers in a qualified partnership calls for a high quality and standard and high processing level.

Tinby A/S will burden the external environment as little as possible to the extent that it is technically feasible and economically justified; however Tinby A/S will, subject to the above ongoing:

Commit itself to a continual improvement and prevention of pollution. By improving the use of our consumption of raw material and energy.

Encourage our suppliers to provide environmentally sound raw materials, products and services. Also we will ensure that all employees act in an environmentally responsible manner.

Commit itself to comply with applicable legal requirements and with other requirements to which the organization subscribes which relate to its environmental aspects.

Occupational health and safety assessment.

Tinby will continually commit itself to prevent injury and ill health for its employees and others who could be exposed to OH&S hazards associated with its activities.

Tinby will as a minimum ensure that all applicable regulations and other requirements and instructions regarding OHSAS will be respected.

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Tinby must be a presentable workplace with good development.

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Strategy:

Technology and capacity.

Production equipment must be upgraded by an ongoing maintenance or replacement in order to have the best potential to produce technically demanding products and streamline operations.

Production capacity should be sufficient to avoid bottlenecks.

Maintenance Programs must ensure that machine failure does not prevent high delivery reliability.

Production flow must be adaptable to individual customer needs in order to achieve high flexibility.

Production area must be sufficient for a rational production.

Environmental and occupational health and safety objectives must be monitored and documented.

Measurement of core values.

In the areas of quality, delivery and performance, requirements will be exact target size. Based on the performance metrics in casting, manual finishing and installation, will the employee groups become involved, responsible for installation of improved targets and follow-up.

Sales and Marketing.

The emphasis is on efficient processing of all customer inquiries. This means a quick assessment and feedback to the customer, whether the task is rejected or edited.

Tinby will perform direct sales outreach and marketing in market areas where it believes that contracting opportunities are interesting.

Organization, training and personnel matters.

The organization should be so flexible that it adapts to current market conditions.

All employees must through training and education, be skilled to perform their function at a high qualitative level. Therefore, technological skills and effective cooperation to continually evolve as the company's core attitudinal values should be continuously communicated and adjusted.

Employees at Tinby must be willing to learn, versatile and able to work both independently and in teams. Furthermore, they contribute positively and constructively to the implementation of continuous improvement of its quality, delivery performance and efficiency. This is achieved through systematic education and training, as well as

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information and follow-up.

The company must provide a framework for a high job satisfaction where individuals should have freedom and responsibility to utilize their skills and participate in decision making.

Communications.

For everyone to work constructively within the framework of the management system, the management must ensure that the established measurable goals are regularly communicated and discussed.

In DK communication takes place regularly at:

- 1) for all the information sessions in the canteen (2 times a year)
- 2) production meetings (ongoing)
- 3) group leader (about 1 time per month), in PL 1 time per week.
- 4) SU meetings (3-4 times a year) shall be made except in PL.
- 5) "Tinby Team News" newspaper (3-4 times a Year)