



# MANAGEMENT POLICY

In our desire for continuous improvement, and in order to satisfy the needs of both our external and internal clients, *MIJU, S.A.* has established an integral management system, based on the norms ISO 9001, ISO/TS 16949, and ISO 14001 for the accomplishment of its activities:

- The production and commercialization of technical products of rubber, metal-rubber and thermoplastics.
- The design and development of natural and synthetic rubber mixtures.
- Design, development and production of rubber molds.

**Its principles and commitments are listed in the following points:**

1. *MIJU, S.A.* undertakes to comply with the provisions of the established legal regulations, and with the commitments it has agreed with its clients, as well as the established in the quality management system.
2. The activities of the company will be managed by processes, establishing ambitious objectives for key processes, which will be evaluated and updated with a minimum annual frequency.
3. Adequate systems will be established to prevent and minimize pollution and environmental impact by managing resources in an efficient way, registered and controlled by our comprehensive management system.
4. Continuous improvement will be followed systematics to improve the way to perform and manage the activities of the company in order to increase its efficacy and efficiency, having as a final objective the 0 defects.
5. As a fundamental pillar for the fulfillment of the objectives proposed by the Board of Directors and so to achieve the results in a solid way and with guarantees, *MIJU, S.A.* establishes as one of its principles, the respect and the communication with the purpose to obtain a good working environment.
6. The company will work in the safety of all its employees, adapting and taking the necessary measures for the constant improvement in the accomplishment of their tasks.
7. *MIJU, S.A.* will develop training plans for its employees with the aim of improving and enlarge its qualification, as well as make them aware to understand and accomplish the policy described by the company.

The Board of Directors of *MIJU, S.A.* leads the implementation of this policy and establishes that these principles will be communicated and understood by all company staff and will be available to all the interested parties. It will be reviewed periodically to fit it to the current situation of the company.

ROBERTO MAUREL MILLAN  
C.E.O.