

Quality and Environmental Policy

The Mission of the *Alcon Performance Engineering Group (APEG)* is to innovate and make products that deliver unrivalled performance for clients with demanding vehicle applications,

Consistent with this mission, APEG member, *Alcon Components Limited (Alcon)* is a world leader in the design and manufacture of high specification brake and clutch systems for automotive, specialist vehicle and motorsport applications.

Alcon's Vision is

"We are the go-to provider in every market we serve"

In order to realise this vision, it is our policy to meet or exceed our clients' needs and expectations in terms of product quality, service, delivery, and competitive value, while ensuring the safety of all our employees and maximising the positive impact we have on the wider environment.

We achieve this through sustaining the conviction of our management, employees and suppliers that there is always room to do better and by working continuously as a team to keep improving. This approach is enshrined in our Values:

- One team working together
- Act with integrity, consideration and supportiveness
- Put our clients at the heart of everything
- Be innovative and creative in all we do
- Build a socially responsible, safety-focused, sustainable business

Our success depends upon our people and their commitment to "getting it right first time, every time". To this end we ensure that all employees clearly understand their responsibilities, the purpose of our products, the possibly fatal consequences of imperfect quality and the potential impact on the environment.

We will:

- Fulfil our legal and other compliance obligations;
- Seek continual improvement of the quality and environmental management system to enhance quality and environmental performance;
- Set and regularly review quality and environmental objectives so that our activities, services and products are consistent with the protection of the environment and prevention of pollution;
- Operate facilities to prevent pollution, maximise operational and energy efficiency, use renewable energy sources, conserve natural resources, reduce greenhouse gas emissions, avoid nuisance and minimise the impact and quantity of waste;
- Maintain a persistent drive to reduce costs and develop information systems in order to achieve world-class performance;
- Communicate this policy and ensure it is understood and applied by all employees and people working on our behalf;
- Provide relevant training and instruction for all employees, and people working on our behalf ;
- Make this policy available to interested parties.

The Group Managing Director has overall responsibility for ensuring that our policy commitments are met. The management team will implement the policy as an integral part of their leadership activity, making human, technical, infrastructural and financial resources available, and effectively reviewing performance .

All employees have a responsibility to themselves, their colleagues and the wider community, to care for the environment and achieve the high standards required by this policy.

This policy is supported by the roles & responsibilities documents and a series of procedures and work instructions. It will be reviewed at least annually by the management team, revised if necessary to reflect any changes in the company or its interested parties' needs and expectations, and shall be subjected to independent audit on a regular basis.

This policy is endorsed and approved by the Group Managing Director on Behalf of the management team.

A handwritten signature in purple ink, appearing to read "Alistair Fergusson", with a horizontal line underneath.

Alistair Fergusson
Group Managing Director

History of change:

Date	Issue Level	Change	Author
08/08/2022	F	Full review of the policy in line with the new Vision	AF
21/08/2023	G	Amended entity to Alcom Components Limited	AF