

GEMINIS LATHES, S.A. is a company involved in the design, manufacturing, sales, and after sales service of machine tools (lathes and multi-process machines equipped with numerical control) and includes the quality, health & safety, environment and eco-design as some more activities of its business management.

For that, we have implemented an integrated management system based on the standards ISO 9001: 2015 (Quality), ISO 14001:2015 (Environment), ISO 14006:2011 (Eco-design) and OHSAS 18001 in process of adaptation in the new ISO 45001:2018 (Occupational Health and Safety).

The GENERAL MANAGER is responsible for those subjects and takes the leader role for this policy, its establishment and fulfillment, establishing achievable targets. They will manage the risks and improvement opportunities of this system to achieve a level of competitiveness that guarantees the profitability and improvement of the company and the fulfillment of the stakeholders requirements.

- We understand that the **internal and external customer satisfaction** is essential to fulfill with his expectations and needs.
- We recognize that our most important resources are **our people, their integrity, the mutual respect** and team work. In addition, **the health & safety, our utmost respect for the environment** and the **eco-design of our products** are one of our best contributions for the respect of the most important resource, people.
- Our agreement pursue integrate, involve, and **work in teamwork** in an intense **communication** with all the workers of the factory and with the suppliers, clients, public entities, society or other stakeholders.
- We commit to the **quality, health & safety, environment and eco-design widespread in all aspects of the company** and not only to the quality of our product. This agreement includes the **continuous improvement of our processes and products** from the design and development of products to the end final cycle of the machine to achieve the targets and to fulfill the legislation and other applicable requirements.
- We commit to the **prevention and continuous improvement:**
 - In quality, our target is to **control and test the processes** to prevent as much as possible non-conforming products and services and ensure the final product assessment meets the defined specification.
 - In health & safety, our target is **eliminate or reduce the risks** involved in our work, to avoid and prevent all kind of situations that can affect the health of our workers (accidents or professional illnesses) or to avoid damage in the production, equipment and environment.
 - In environment and eco-design, we commit with the management of our environment issues in a responsible and careful manner, guiding towards a **preventive active and protective actuation of the environment** (commitments that included, among others, contamination prevention, the sustainable use of the resources, the mitigation of the climatic change and the protection of the diversity and ecosystems). The aim is to reduce the environment impact generated throughout the life cycle of the products, to prevent the transfer of environment impacts from one to other stage of the life cycle and improve the environmental performance.
- We consider the **training and qualification of our staff** as a basic operative instrument to encourage the professional skill and creativity of our staff.
- We have **equipment and adequate technical documents** for the productive processes and compatible with the technologies and the levels of quality required.

The correct management of **QUALITY, HEALTH & SAFETY, ENVIRONMENT and ECO-DESIGN** is a **responsibility of each and every one of the workers of the factory**, whose actuations and involvements must lead us to a more efficient work, safer workplace and a cleaner and healthier environment.

Sgd.: 
GENERAL MANAGER

Elgoibar, January 14th, 2019