

QUALITY & ENVIRONMENTAL POLICY

It is the policy of BAND-IT Co Ltd to operate management systems in accordance with the requirements of IATF 16949, ISO 9001, ISO 14001. BAND-IT Co Ltd demonstrate its commitment to zero defects through the utilization of continual improvement to the effectiveness of our management systems and processes, demonstrating, to our customers, employees and stakeholders the Company's commitment to Quality and the Environment.

BAND-IT Co. Ltd Quality and Environmental Policy and Procedures Manual provide a framework for establishing and accomplishing our Quality and Environmental objectives and targets.

BAND-IT Co Ltd comply with the letter and spirit of all legal and legislative requirements or to any other requirements that the business subscribes which relate to its Quality or Environmental aspects.

BAND-IT Co. Ltd is committed to an operating philosophy based on open and honest two-way communication, integrity in serving our customers and stakeholders, fairness and concern for our employees and its responsibility to the communities within which we operate. This Policy is implemented, maintained, and communicated to all persons working for or on behalf of BAND-IT Co Ltd and is available to the public via our web site

BAND-IT Co. Ltd operates a continuous programme of investment in its employees, production equipment and facilities.

BAND-IT Co. Ltd recognises our greatest asset is our employees and our recruitment and training policies ensure the continued success of the Business well into the future.

MISSION & VISION STATEMENT

BAND-IT Co. Ltd mission is to exceed customer expectations for quality, safety, sustainability, cost, delivery, and value and dedicated to creating a profitable business culture that is based on the following principles:

- Trusted by our Stakeholders
- Dedicated to Meeting our Stakeholders Expectations
- Committed to our Employees
- Drivers of Innovation

Our company values are extremely important to us. They create the cultural context, in which we work, define how we each interact with our fellow employees and the attitudes we adopt towards our customers. Our company values are integral to our Group, supported by the group wide performance management system, which is based on career development, personal accountability, and appraisal related reward management. We look to reward people at all levels that show qualities of leadership and the core values that are central to the ethos of the company.

- **TRUST**
 - *Make and Keep Our Commitments*
 - *Be Credible, Competent and Transparent with the Facts*
 - *Act With Courage Candour and Compassion*
- **TEAM**
 - *Insist on Winning Together with Integrity*
 - *Embrace Diversity*
 - *Service Before Self*
- **EXCELLENCE**
 - *Exercise Discipline and Focus*
 - *Make a Positive Impact*
 - *Build a Legacy of Greatness*

Mike Buxton
Director of EMEA Sales and Operations