

Our Guiding Principles

Vision

The world's best engineering for precision components.

Mission

To provide manufacturers with component solutions that improve their competitiveness.

Principles

- Gain total knowledge of our customers and their markets.
- Focus on identifying and creating high volume component niches.
- Meet our customers expectations with global consistency.
- Build long term associations with customers, suppliers, colleagues and shareholders.
- Invest in abilities of individuals at every level.
- Continuously enhance input in efficiency and sustainability.
- Provide equal opportunities to all.

Quality Policy

The Titus Group Mission, to improve the competitiveness of our customers, encourages us to continuously improve our products, services, processes and competencies of our employees. Our guide is the principle of 'Fit for Purpose'. We are committed to meet the confirmed customer requirements and to comply with the legal and other requirements, taking into consideration also the impacts of our activities on environment and quality of life.

We believe that this is achieved most efficiently through the management of all activities in conformance with the requirements of the standard ISO 9001.

Health and Safety Policy

Our organisation is committed to providing healthy and safe working conditions for all employees, in accordance with the requirements of ISO 45001. This commitment extends to all suppliers and visitors. Health and safety at work are the right, duty, and responsibility of every employee, forming an integral part of all processes and continuous improvement. Caring for people is a cornerstone of our organisational culture.

We ensure compliance with applicable legislation and the requirements of all stakeholders. We implement safe and health-conscious technologies, manage risks to health and safety, and enable the use of appropriate personal protective equipment. Our working environment and equipment are regularly inspected and improved based on measurements and evaluations.

We consult with employees and ensure their participation in designing solutions and implementing improvements. We provide training to employees to raise awareness of the importance of health and safety at work.

Management ensures the availability of resources, fosters a culture of safety, and is committed to preventing occupational illnesses and injuries while continuously improving the occupational health and safety management system.

Energy Policy

When implementing its mission, the Titus Group takes into account values and principles of sustainable development within its economic capabilities and responsibility toward owners, shareholders, business partners and environment.

We are committed to applicable legal requirements, customer requests and to other requirements related to energy use, consumption and efficiency we have chosen to comply with. We would like to contribute to an increased share of energy from renewable sources.

Our purpose is to continuously improve energy performance in order to reduce energy consumption per unit produced or sold with investments in existing and new products, processes and technologies.

Energy efficiency is a significant criterion within decision making process for new equipment. The energy use, consumption and efficiency are regularly monitored, measured and analysed to be constantly improved.

To assure an effective energy management system, we endeavour to increase awareness and competencies of our employees with training on state-of-the-art energy knowledge and technologies, as well as with communication activities that foster rational energy consumption and encourage proposals for improvements.

Environmental Policy

The Titus Group mission, to provide solutions for precision components that improve the competitiveness of our customers, is implemented taking into account interests of the social community and with care for maintaining a clean and healthy environment.

We work to systematically prevent or reduce the impacts of our activities on the environment to a minimum. The starting point of our actions is monitoring and compliance with legal requirements. We follow also requirements and expectations of our customers as well as other environmental standards. Planning, implementation and verification of all environmental aspects and corrective measures in case of non-conformance are integrated into an environmental management system which is compatible with the ISO 14001 standard. We focus on six areas:

- Rational use of energy
- Rational use of materials
- Waste and packaging management
- Handling of dangerous substances – chemicals
- Logistics
- Emissions

Our goal is to assure a consistent implementation and continuous improvements of the system. We regularly inform and train our employees as well as design products and processes that reduce environmental impacts to a minimum. Our good environmental practice that is expected to comply with environmental legislation has been also extended to our suppliers.

We are aware of the public interest; communication with them is based on principles of fast and open two-way communication as well as with consideration of their opinions and feedback.

We assure that environmental policy is well known to our employees and all persons who work for or on behalf of our company.

Titus Group Supply Chain Security Policy

In the Titus Group, we are aware of the importance of ensuring the supply chain security in a globalised economy. We are committed to meeting standards for reducing security risks and their possible consequences on the company's operations and supply chain, confirmed customer requirements and legislation and regulations in this field. We are recognising and evaluating security threats, and we plan measures appropriate to the extent of their probabilities and consequences. Our decision is to apply a comprehensive and systematic approach to ensuring the supply chain security in accordance with the ISO 28000 standards as an integral part of the management system.

The purpose of supply chain security management is to protect people, goods, services, information and other resources that are present in the supply chain, to ensure

the business continuity in operations and supplies to our customers. This includes all aspects of security management in our organisation and at all partners involved, to enable achieving security objectives:

- the integrity and availability of goods and information
- reducing the vulnerability of the supply chain by improving cooperation with partners
- strengthening the awareness of the importance of adopting international standards in the field of supply chain security, information security, logistics and transport, and improving competencies among employees and our partners
- lowering the overall costs of the supply chain and the cost of security controls by establishing high standards for all partners involved, thereby increasing efficiency and competitiveness
- continuously improving the supply chain security system

FSC® Policy

Titus Group is committed to sustainable development, which is understood as accountability towards its owners, employees, partners and the environment in which we operate. Parts of our sales programme are wood products. We are aware of the limitations of forest resources and the importance of nature-identical forest management; therefore, we ensure the procurement of wood products exclusively from sources that are certified by FSC® standard. In our business we consider FSC® values, train our employees and implement procedures to ensure the traceability of wood.

We commit to not being directly or indirectly involved in the following activities:

- illegal forestry or trade with illegal wood and forest products
- violations of traditional and human rights in forestry activities
- destruction of forests of high conservation value in forestry activities
- significant change of forest into plantation or for non-forestry use
- use of genetically modified organisms in forestry activities
- violation of any fundamental convention of the International Labour Organisation (ILO), which is defined in the Declaration on Fundamental Principles and Rights at Work, adopted in 1998

Titus Group

Robert Appleby
Chairman Titus Group

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