

Our guiding principles

Vision

The world's best engineering for precision components.

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 "Fittings 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

It is an integral part of the management process to provide healthy and safe working conditions which are the right, obligation and responsibility for all employees. These fundamental company policies reflect our care for our workers.

We are dedicated to creating and improving a safe and healthy work environment in regards to our machinery and manufacturing process. The improvements are based on the current regulation requirements. By introducing safe technologies and materials, defining safety measures and using personal protective equipment we strive to lower the risk of injury and improve the health of our workers and other partners. Our work conditions are monitored regularly, while continuous training about the importance of occupational health and safety ensures a high level of awareness for all employees.

Mission

To provide manufacturers with components solutions that improve competitiveness.

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've chosen to comply with. We'd 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 criteria 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 competences of our employees with trainings about state of the art energy knowledge and technologies as well as with communication activities that foster rational energy consumption and encourage proposals for improvements.

Philosophies and 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.

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 globalized 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 recognizing 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 organization 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 program 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 that we will not be, directly or indirectly, involved in 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 nonforestry 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.

Policy on Prevention of Bribery and Corruption The Titus Group respects the principles of fairness, integrity and transparency in all areas of its business activity and expresses its commitment to fight bribery and corruption.

The Titus Group's anti-corruption policy applies to all transactions, activities, commercial practices and other Group business activities as well as to all Group employees, business partners and related parties.

The present policy forbids corrupt practices, including bribery, committed either a) by means of abusing one's position in order to gain personal and material benefits by offering, promising, giving, receiving or inducing others to accept a benefit as encouragement for illegal, non-ethical activity or practice, or for breach of trust; or b) by means of accepting bribes, cash, loans or payments, or objects of value, gifts or other direct or indirect benefits that can be cashed in to gain proceeds to the detriment of another person or company. Any and all forms of bribery as well as illegal or non-ethical payments or benefits are equally prohibited, even if they are common practice in another country or industry in which the Titus Group operates.

The Group's objective is to ensure zero tolerance with regard to any form of corruption or bribery and to provide that in the event of reasonable suspicion or the established existence of such illegal practices, an internal investigation be initiated in line with the legislation in force and based on the internal rules of the Titus Group.

Failure to comply with the provisions of the present Titus Group anti-corruption policy shall be treated as a violation and may lead to the termination of employment or business cooperation.

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Titus Group

Robert Appleby
Chairman Titus Group

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April 2022

