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# HIDRIA SOCIAL RESPONSIBILITY REPORT 2017

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Hidria is one of the leading European and global corporations in automotive and industrial technologies.

We develop and produce innovative solutions to provide a safe, healthy and satisfying environment for our customers. The responsibility, knowledge and competence, innovativeness and excellence of all our employees help us create a successful corporation and contribute to the development of the environment in which we live and work.

Through our activity we wish to contribute to the sustainable development of the natural and social environments in which we are present and active. We work thinking of future generations and strive for an efficient use of natural resources and the reduction of negative impacts on the environment.

We sell our products in 55 countries around the world, mostly in Germany, Hungary, France, Great Britain, Italy, in the Asian and American markets, and in Slovenia.

In 2017 the Hidria corporation set the goal to make its organisational structure even more efficient and ready for future business challenges, by merging all production companies based in the Republic of Slovenia into one, the company Hidria d.o.o. The target organisational structure of companies was achieved in 2018, but to ensure the comparability of data the report for 2017 is already made for the entire group of Hidria d.o.o., i.e. the companies Hidria AET d.o.o., Hidria Rotomatika d.o.o. and Hidria TC d.o.o.

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## **WE HAVE A VISION**

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We are a leading provider of customised innovative solutions for selected Automotive and Industrial applications using state-of-the-art manufacturing processes.

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## **WE KNOW THE WAY**

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By creating an inspiring environment, developing employees' competencies and living the Hidria Leadership System, we are a reliable development partner that responsibly creates value and builds long-term relationships.

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## **VALUES**

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### **RESPONSIBILITY AND RESPECT**

Together, we are building a corporate culture based on responsibility, respect, innovation and excellence. We respect tradition and work with future generations in mind.

### **KNOWLEDGE AND COMPETENCE**

We value knowledge, competence and cooperation. We provide opportunities for the professional and personal development of our employees, and encourage originality, resourcefulness, innovation and creativity among both individuals and teams.

### **INNOVATION AND SUSTAINABLE DEVELOPMENT**

We are future-oriented. As a pre-development supplier of cutting-edge systems for automotive and industrial technologies, we are always looking for new opportunities and innovative solutions for a sustainable development. Within Hidria's Innovation Centre we develop novelties for the sustainable development of the environment.

### **EXCELLENCE**

We are committed to excellence. We consistently monitor the efficiency and success of all business processes, and work to ensure their consistent improvement. Our striving for excellence at all levels is linked by the HLS – Hidria Leadership System.

## CODE OF ETHICS

In 2017 the Hidria Corporation adopted the **Code of Ethics for companies in the Hidria Corporation**, whose principles and rules constitute the standard for operations, governance and management.

We are aware that the Code contributes to forming a corporate culture and business excellence and is a very important tool for the ethical and sustainable growth of the business.



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# SOCIAL RESPONSIBILITY

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# RESPONSIBILITY TO THE ENVIRONMENT

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We act responsibly towards the environment. In all business activities, we are constantly looking for innovative solutions that ensure an efficient use of natural resources and a reduction of negative environmental impacts. Based on the risk assessment we identify possible influences on the environment, to prevent pollution and protect the natural environment. The constant training and education of employees increases the environmental awareness. Our operations are transparent. We bring the environmental responsibility into the supply chain.

We consequently follow international environmental standards as well as all legal and other requirements.

## DEVELOPING THE GREEN MOBILITY OF THE FUTURE

### OPTYMUS PSG PROJECT

**We are committed to the green mobility of the future.**

In 2017 we developed the innovative and internationally awarded diesel engine cold start system with pressure sensor - Optymus PSG which drastically reduces fuel consumption and harmful emissions. This is an important contribution to the further development of green environmentally friendly diesel technologies.

**In 2018 Optymus PSG will help to reduce fuel consumption and harmful emissions in modern diesel engines by up to 30%.**

Optymus PSG is installed in the diesel engine combustion chamber. It measures the data on the pressure in the engine more than 100,000 times a second and communicates them via microelectronics and a digital algorithm to the central engine computer. The system thus optimises in real time the injection of fuel and other parameters that are crucial for optimal combustion. This results in a radical drop of fuel consumption and emissions.

The new diesel engines meet all current and new emission regulations that will enter into force in 2020.

## **We are committed to decarbonise the environment.**

Our system will be installed in modern diesel cars of the world's largest manufacturers, i.e. Audi, VW, Seat, Škoda and the Volkswagen Group.

### **EDISON PROJECT**

#### **Building the future on a sustainable economy**

We are becoming more and more aware that the future must be built on sustainable economy and that innovative technologies of green mobility are a crucial factor of sustainable development and the technical and technological progress.

Our long-term goal as a company responsible for the environment and future generations is to find appropriate solutions to be technologically efficient and environmentally friendly.

We work together with numerous partners on the strategic mobility project EDISON whose goal is to find specific solutions in green mobility by developing new technologies, products and services.

In the context of the EDISON project we strive to bring green mobility closer to users. Our goal for the future is to show municipal communities how to introduce green mobility for everyday use, for example as e-buses, city and inter-city e-car sharing, e-bikes and other digitally linked intermodal forms of green transportation.

## **CARING FOR OUR SURROUNDINGS**

### **PROJECT LET'S MAKE HIDRIA GREEN AND PLANT TREES**

The Hidria Corporation conscientiously and consistently follows Hidria's core value - responsibility and respect for the environment and people; we also strive for a pleasant and creative work environment.

So we initiated the project **»Let's make Hidria green and plant trees«** with the goal to regulate the micro-climate of our premises and their surroundings and to plant indigenous or other fruit trees at all sites of our production facilities in Spodnja Idrija, Tolmin, Koper, Kranj, Jesenice, Vaihingen in Germany, Gyöngyös in Hungary and Suzhou in China.

These trees will make a significant contribution to co-creating a stimulating and creative work environment as well as a green and healthy future for all employees. The trees will be under the care of so-called Hidria's green ambassadors who will look after them with diligence and knowledge. All fruits from the trees will be free to eat for our employees or others.

The project's purpose is to make our surroundings nicer and even more pleasant for work and socialising.

Our common goal is **to encourage the employees and our surroundings in the direction of a healthy way of life.**

## **RAISING AWARENESS AMONG YOUNG PEOPLE**

### **SOČA VALLEY 2037**

**Together with students, we co-create a development vision for the Soča Valley.**

We would like to encourage young generations to think about the attitude towards the environment; together with the Klub tolminskih študentov (Tolmin Students Club) we organised the "Challenge: Soča Valley 2037. The valley of opportunity", to make young people think about the opportunities of the Soča Valley and its development potentials.

The project involved young people under 30 from all Slovenia, who gave their ideas about the development of the upper Soča basin in 20 years in economy, tourism, education, mobility and environmental protection. They focused on the quality of life of the inhabitants of the Soča basin, sustainable tourism, tourist infrastructure and environmental protection of the Soča valley.

## **RESPONSIBLE ATTITUDE TOWARDS THE ENVIRONMENT**

We consistently develop the Safety, Health and Environmental Protection System (SHE) and create safe and healthy workplaces and ensure a sustainable development.



The development of the integrated leadership system considering all requirements of interested parties, standards and best available technologies will ensure the quality of work life and the balance between the needs of the surroundings, society and our business.

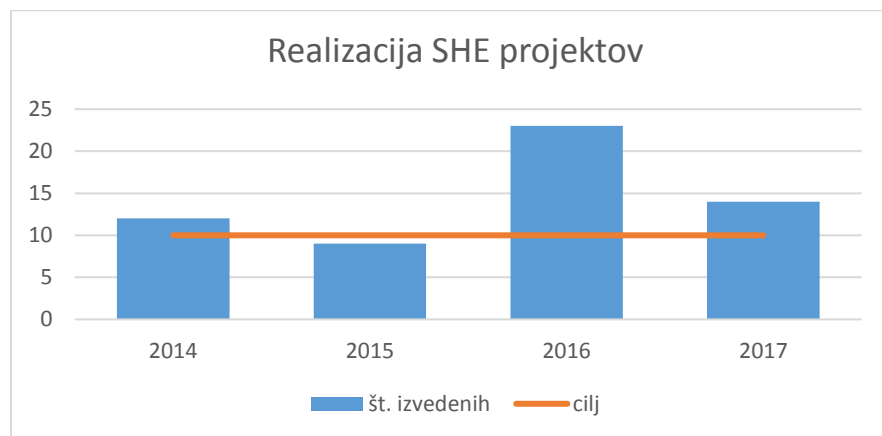
The SHE parameters are controlled using the prescribed measurements and assessments, by monitoring the quantities and costs, and by systematically evaluating the results. We regularly assess the safety and health risks at work and environmental risks, check the adequacy of operation pursuant to law and regulations, execute numerous SHE projects of continuous improvement and process the collected opinions and complaints of interested parties.

The identification and assessment of environmental aspects and risks for employees and other interested parties is an ongoing process controlled by means of the established system of environmental management. Based on the identified major SHE aspects we define SHE projects.

We ensure that the SHE goals are reached by implementing the SHE execution projects, implementing corrective and preventive measures resulting from risk assessments, internal and external assessments, the improvement collection system and the constant adaptation to legal and other requirements. Non-compliances are resolved using the 8D procedure.

In 2016 we began the adaptation of the environmental management system to the requirements of the new issue of the ISO 14001:2015 standard. In this way we completed a total of 23 SHE projects. We set as our goal at least 10 completed SHE projects a year.

Chart 1: SHE project completion



The environmental efficiency is monitored using the defined targets and indicators that allow us to control and measure the efficiency of the SHE system, identify the opportunities for improvement and streamline production processes.

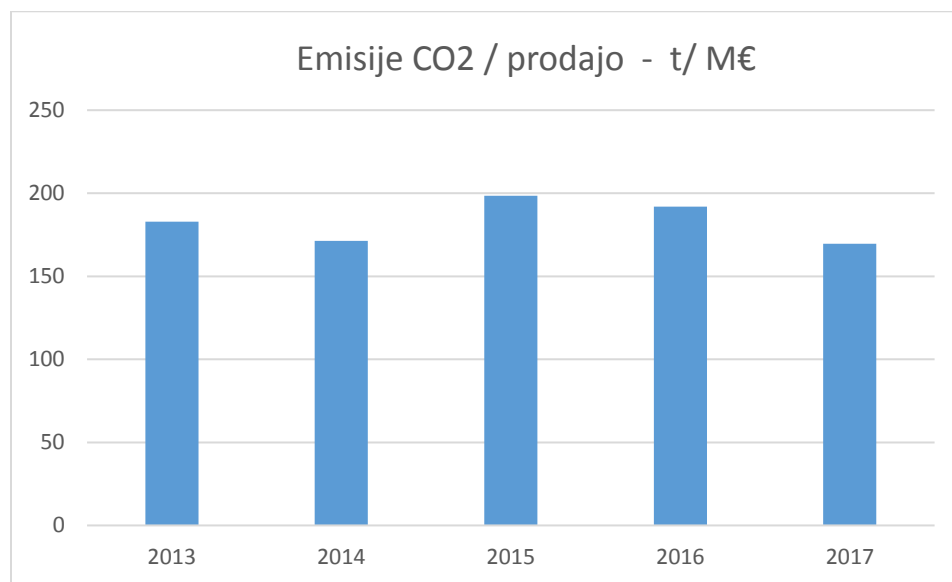
The results are presented in a transparent way. We regularly monitor the expenses for electricity, LPG gas, water, oil, technical gases and natural gas, and compare them to the past periods.

Greenhouse gas emissions have a negative impact on the environment, especially on climate change. Each product or service is an indirect cause of CO<sub>2</sub> emissions, as energy is required for the production, transportation, use and disposal or destruction. The sum of all greenhouse gas emissions that are indirectly or directly caused by man, an organisation or product, is called the carbon footprint.

When calculating the CO<sub>2</sub> emissions for the energy sources used, we used the standard conversion factors.

By optimising the production processes we have been recording a positive trend of CO<sub>2</sub> emission reduction for three years in a row.

Chart 2: CO<sub>2</sub> emissions / sale



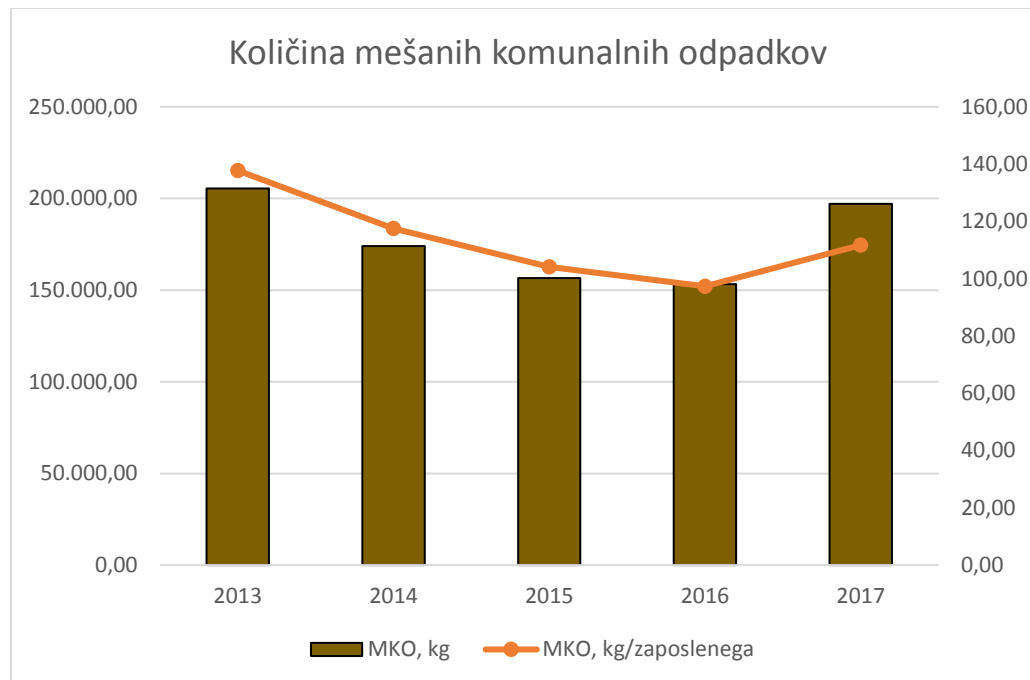
Much attention is paid to waste management that includes preventing the creation of waste, reducing the amount of waste and reducing its negative impact on the environment. The correct waste management at all stages from the origination of waste

until the final disposal (collection, transportation, temporary storage, processing, disposal) brings direct financial benefits, and at the same time has a significant positive impact on the local and wider environment.

Waste sorting allows to bring useful waste into the processing industry and not to landfill sites; this returns raw materials back to the industry to produce new products, saves valuable disposal space, protects the natural resources, water and energy, reduces greenhouse gas emissions and thus generates savings. The waste sorting system is being continuously upgraded, which significantly reduces the share of municipal waste and increases the share of recyclable materials.

In the past years the trend was positive, while in 2017 the public municipal waste collection companies changed the calculation method for mixed municipal waste amounts (from m3 to KG) so a growth of the amount of the created waste was displayed. Our expectation is that the further implementation of waste sorting at the source will result in a continued positive trend.

Chart 5: Amount of mixed municipal waste



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# RESPONSIBILITY TO EMPLOYEES

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We act responsibly towards our employees. We strive for mutual trust, good relations, and the professional and personal development of each individual.

We undertook the commitment to reduce the risks of workplace injuries and damage to the health. Our goal is a safe and healthy work environment.

We help motivate employees by setting clear goals and providing flexible remuneration schemes.

We at Hidria fully respect all generally applicable provisions of international law in relation to human rights and freedoms and consistently respect the provisions of labour law. We do not allow child labour, do not allow slavery nor permit any kind of forced labour. We pay special attention to the protection of vulnerable groups and respect the legal provisions related to the number of working hours, breaks and rest, and overtime work.

## SUPPORT FOR TRAINING

We always strive to improve the expertise of employees by means of internal and external trainings. Our employees gain knowledge at international trade fairs, professional conferences and congresses.

In this year we redesigned the organisation of the HR Development and Education, which now focusses on the specialisation in four areas: human resource management, development, remuneration, and employee relations.

In order to improve our processes, we perform various activities and employ diverse approaches and tools, such as: a system approach to integrating employees in business process optimisation, annual development interviews, drafting of the development and career plans of employees, organising strategic workshops, etc. We enable and promote employee mobility and horizontal and vertical promotion within the Hidria Group companies, both at home and abroad.

With the development of information and communication technologies we decided to allow employees to use **e-learning trainings**.

The active learning of employees enables the promotion of employees, and the introduction and communication technology improves the quality of the training, reduces the expenses and allows for an easier and more flexible path to knowledge. E-learning as an alternative to classical trainings represents a strategic tool to achieve the long-term goal of a higher employee productivity that offers appropriate solutions for business challenges related to space, time and economy.

## **ENSURING SAFETY AND HEALTH AT WORK**

By reducing the risk of health damage and accidents at work we strive for a safe and healthy working environment and the well-being of all employees at work.

We are aware that our employees are our most important asset and we invest a lot of energy into ensuring their safety and health at work. The SHE system ensures the identification of risks for the safety and health of employees and a consistent improvement of work conditions.

The safety and health risks are controlled using the system prescribed by the ISO 45001 international standard. We are introducing safe, ecologically-sound facilities, tools and equipment, and constantly upgrade existing resources. The employees' health is not just an issue of economy and the positive impact on productivity - it is also an issue of humanity and the wider social interest.

The preventive actions in this area are ensured by introducing modern work equipment that fulfils the safety aspects, by improving the work conditions, controlling external contractors, consistently using personal protective equipment and by training employees.

## **PROMOTING HEALTH AT WORK**

In the context of health promotion we encourage a healthy lifestyle. We work on raising the awareness and educating all employees on a healthy lifestyle.

In 2017, Hidria continued its work to promote health, an area with which it has been involved over the last 16 years. The activities primarily focus on promoting sports activities and raising awareness among employees about the importance of a healthy lifestyle.

At all Hidria's sites we help our employees by financing various sports activities, organising educational workshops and lectures on a healthy lifestyle, organising an annual vaccination against the influenza virus and sponsoring the cycling marathon Franja and the Ljubljana marathon.

Because we care for the health and well-being of our employees, we have been investing into the improvement of work conditions and ergonomic workplaces for a number of years now. We also perform many preventive activities to raise the awareness about the importance of health and work safety among our employees.

By raising the awareness of all employees in different areas of health and safety at work, we intend to exert a long-term influence on sick-leave levels and ensure they are manageable.

We know that healthy and satisfied employees are the key to achieving Hidria's business goals.

## **ENCOURAGING DIVERSITY**

Our view is that the intergenerational differences we face in our current work environment are not only reflected in more complex relations but can be also the key to a better success of the entire corporation.

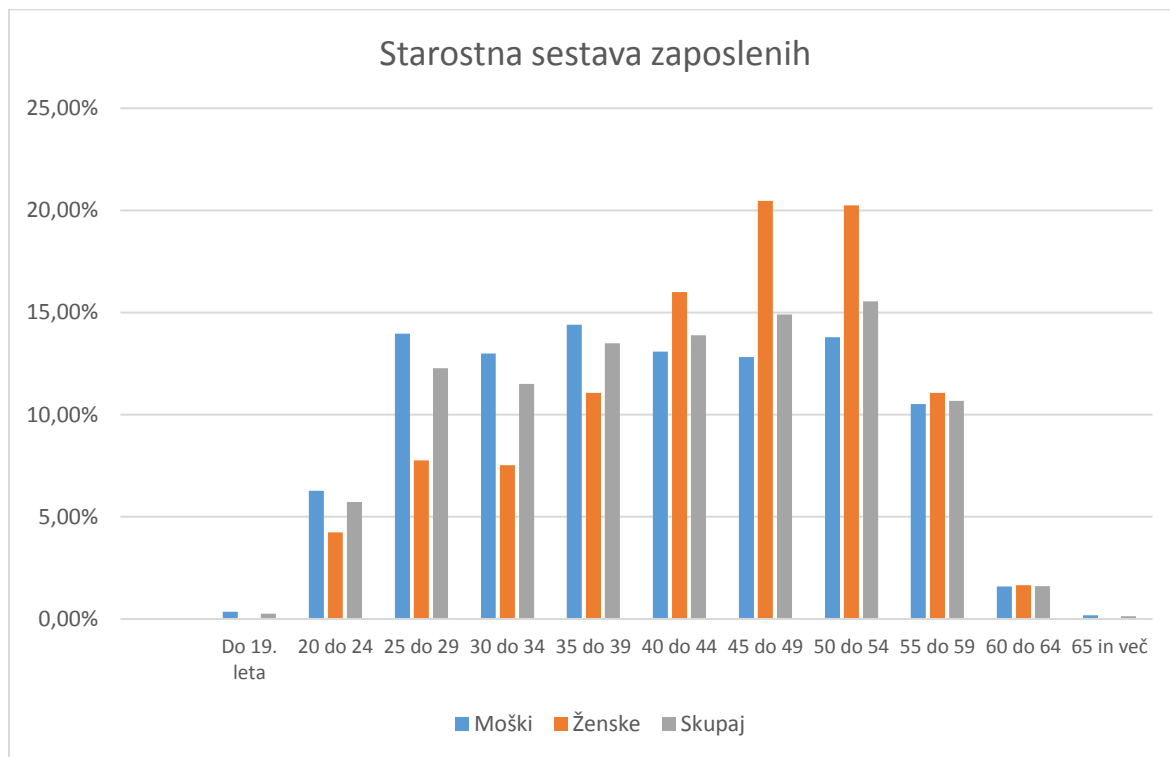
Corporations with a corporate culture that is tolerant of all differences can be more successful since they are able to respond better to the increasingly faster changes in the global environment.

People of different ages bring in different values, lifestyles, views and mind-sets to the workplace. Older employees with their advantages, such as different work experience, thoughtfulness, prudence and a different ability to judge based on broad life experience, can see certain aspects that teams composed solely of younger generations could overlook.

Hidria ensures that, in their last years before ending their professional career, the employees can share their knowledge with younger generations. Through the employee development plan system, we obtain information about the knowledge the younger employees are missing, which is then imparted to them by the more experienced employees in the context of mentorship.

For the older employees this is a confirmation of their past successful work. Besides having a positive psychological effect on the employees, their mentorship activities are additionally rewarded.

Chart 8: Age structure of employees (31/12/2017)



## WE ARE NON-DISCRIMINATORY

We advocate the principle of equal opportunity and the prohibition of discrimination based on skin colour, ethnicity, nationality, gender, age, etc.

We have adopted the required internal rules and a contact person for reporting in case of bullying or any other form of discrimination, with the option to report anonymously too, which ensures adequate protection for victims of any possible misconduct and that proper procedures are followed in cases where reports are received.

## **INFORMING**

We are aware of the importance and value of internal communication and public relations.

Twice a year we publish the Hidria magazine that excels in its creative expression of corporate topics that are not only informative, but at the same time represent a motivation for all employees.

In addition to the rich content the magazine is distinguished by its attractive writing style, the editors' originality and the modern layout.

We encourage internal communication as part of the organisational communications, which means building and maintaining healthy, positive and constructive relations among the employees that are a positive influence for the entire organisation.

## **COOPERATION WITH REPRESENTATIVES OF WORKERS' ORGANISATIONS**

Hidria encourages freedom of free trade union association and any other form of worker association.

It consistently works together with all representative trade unions, with employee representatives and with each employee individually.

## **ENSURING INFORMATION SECURITY AND DATA PRIVACY**

We follow the principles of information security using generally applicable standards.

Many area policies have been adopted for information management, with the aim to improve the level of protection of all information at Hidria, reduce the possibility of unavailability of information, increase the level of comprehensiveness and authenticity of information, and provide continuous operation.

Each employee is obliged to contribute to information security. All are expected to follow the security policy, attend the prescribed training sessions on information security, consistently protect and change passwords, report incidents to the IT department, report changes in access rights to information assets, and more.



We have 40 adopted policies, instructions and attachments from the area of information security.



We strive to collect and process personal data in a way that respects the basic rights, freedoms and dignity of all involved, and in line with all relevant regulations.

We collect and record information required for special, clearly defined and legal authorised purposes, and retain such data only as long as required.

In 2018 our goal is to achieve compliance with the EU General Data Protection Regulation that defines new rules about personal data protection.

## **MEASURING THE CORPORATE CLIMATE, EMPLOYEE SATISFACTION AND COMMITMENT**

In October, a measurement of the corporate climate, employee satisfaction and commitment took place in members of the Hidria Corporation.

The measurement results from October 2017 are presented for 678 employees who were asked about their commitment and relation to quality, willingness to accept change and innovation, transparency of requirements and rewards, communication, operational management, management by objectives, remuneration, etc.

The total average Satisfaction rate in 2017 was 3.47, with 3.39 in 2015. This shows that in general the employees were more satisfied. Within this satisfaction rate on the average the employees were most happy with the permanence of employment (rating 4.10) and the working hours (3.99), and the least with the salary (2.54).

There were no large deviations in relation to the age at the time of the survey. On the average, the climate categories were best and equally rated by employees older than 50 years (3.32) and employees under 30, while employees between 30 and 50 gave them a lower rating of 3.26.

The 6 best-rated statements with ratings between 4.10 and 3.89 are:

- Satisfaction with the permanence of employment,
- The organisation expects proposals for improvement from everybody, not just our managers, Satisfaction with the working time,
- In our organisation employees feel responsible for the quality of our work,
- Employees learn from one another, and Satisfaction with colleagues.

Following the detailed and comprehensive analysis we assess that the climate in the companies from the Hidria corporations is relatively well rated and quite stable.

Our next goal is to above all preserve and maintain the relatively good perception of the organisational climate, and to gradually improve the areas and organisational units with a lower rating.

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# RESPONSIBILITY TO THE COMMUNITY

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Our strategy and mission can only be successfully realised in close cooperation with the local communities in which our companies work.

We support numerous societies, educational institutes, institutions and projects in various ways – both financially and with the volunteer work of Hidria employees; in this way, we contribute to the sustainable development of the society in which we live and work.

Our interest are not only good business and achieving top business and financial results, but also satisfaction and social security; so we offer scholarships, summer jobs and employment possibilities in accordance with the needs of the corporation. Our fundamental responsibility is to provide long-term quality workplaces.

**We believe that together, through cooperation, we are bringing society closer to a better future for us all.**

We are also aware that a strong local community and satisfied citizens play an important role in the development and strengthening of the country and the local environments where our corporation is active.

All Hidria employees and their families, scholarship holders and retired employees are regularly invited to corporate events, such as Hidria Summer Day, sports and other events.

## ENCOURAGING YOUNG PEOPLE

### **PROJECT BUILDING STRONG PARTNERSHIPS FOR FUTURE CHAMPIONS**

Hidria started the project Building Strong Partnerships for Future Champions aware that young people's internal potential is immeasurable and that, therefore, it is indispensable to support their activities.

We decided to offer the largest possible support to the young talents in our surroundings and wider, and to establish strategic partnerships with individuals and institutions in which they are included (sports clubs, societies, cultural institutions, associations, etc.).

In the context of this project we **supported Idrija's basketball players, young tennis talents, ice hockey in Jesenice and handball.**

To demonstrate our support, we symbolically donated 264 handballs to young handball players in partnership with the Handball Federation of Slovenia.

In 2017 we became the **proud general sponsor of the hockey team HD Hidria Jesenice**, which brings together 8 selections of young generations of hockey in Jesenice, i.e. 250 players aged from 3 to 20 years.

For the fifth season in a row we have been also the **general sponsor of the Hidria Basketball Club** with around 70 children who are active in it. The main mission of this club is work with young players and education in the spirit of sport. The many years of good work of the coaches and club management is reflected in the extraordinary results of all selections.

## **COOPERATION WITH YOUNG PEOPLE**

We are aware of the importance of cooperation between schools and companies, therefore we are very open for cooperation with high schools and faculties.

We enable visits of students of mechanical engineering, mechatronics and metallurgy and are connected with institutions from electrical engineering, chemistry, computing and IT.

**Every year we have over 400 visitors from various educational institutions.**

During visits we allow them to have a look at our production, we present our work processes in business units and inform them about our recruitment needs and all possibilities for practical work in the corporation, from summer work to a later employment and the scholarship policy. The cooperation with pupils from high schools brings us potential new employees.

With the help of mentors the young candidates get to know our work processes, upgrade their theoretical knowledge, develop innovativeness and gain new experience.

To stimulate interest for jobs in natural science and technology, we organise summer research work during the summer holidays; the best are awarded with study grants for their hard work.

**We stimulate interest in natural sciences and technology and technical jobs.**

We offer financial support and active partnership in the Career Club project where we work together with a primary school and a high school. During the holidays the children get to know various, especially technical jobs in practice and develop their interest in such work, with the goal to make planning their further education and career easier for them.

**In 2017 we had 50 scholarship holders.**

We are one of the main providers of scholarships in Slovenia. Study grants help us to recruit adequate and qualified employees.

We also promote **summer work**, which is an excellent opportunity for the candidates to gain not only some income, but also useful work experience; it also helps us to identify the potentials of pupils and students.

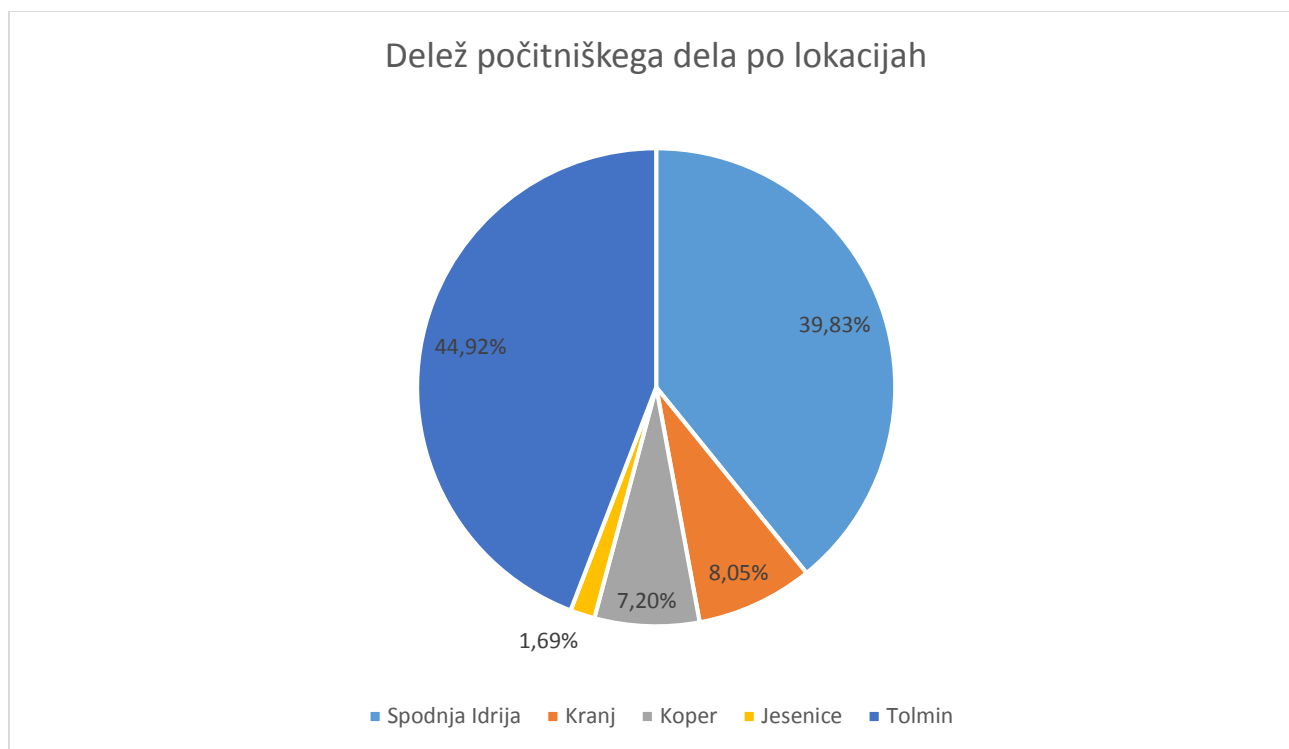
**During the holidays 134 young people were gaining work experience at all our sites.**

Table 10: Number of young people at summer work by site

Site	Number
Spodnja Idrija	94
Kranj	19
Koper	17
Jesenice	4
Tolmin	106
	<b><u>236</u></b>

\*Before starting work they had to pass a medical examination at the occupational medical facility, pass a safety-at-work exam and apply for a work referral form at their selected student work centre.

Chart 10: Summer work by site



### Student project Formula Student

We are actively participating in student projects in engineering. We provided sponsorship funds and professional help for the preparation of the control system in the context of the student project Formula Student. With the race car for which Hidria produced the entire race car control system with the most complex mechanical and manual processing, the team competed in the Netherlands, England and Hungary where they achieved extraordinary results. In the context of this projects we promote the gathering of valuable engineering experience and strengthening of the team spirit. For the new season, the team of students supported by Hidria set their new goal for the preparation and competition: a Slovenian electric race car.

## **DIGITALISATION**

We follow the changes of modern society – digitalisation.

Digitalisation is one of the key processes of modern society. It is the cause of many profound changes in all areas.

### **We set up a state-of-the-art digital classroom.**

We fully supported the Jurij Vega High School in Idrija in the purchase of computer equipment, and set up a state-of-the-art digital classroom. In this way the students will be able to develop their IT skills and gather basic know-how for the work in a quickly developing world.

The Hidria computer classroom has 30 modern computers and the newest software used also in our high-tech and innovative production and development processes. It will be a great help for the high school students studying in the programmes Mechanical Engineering Technician and Mechatronic Operator to gather the experience and skills they will need to continue on their professional path.

This digital classroom allows to provide high-quality studies and a better preparation for future technicians and engineers to be included in modern work processes. The new classroom will further improve the transfer of knowledge between teachers, students and our experts at Hidria. It will also increase the competences of teachers and strengthen the cooperation between the schooling system and business.

## **CONNECTING LOCALLY**

We are always willing to listen to the interests of the local community.

### **SPONSORSHIP OF THE BRASS WIND BAND**

Since 2002 we have been the general sponsor of the Idrija Miners' Brass Wind Band which is recorded in the Registry of intangible cultural heritage.

The financial support for the Musical society grew over the limits and became a creative cooperation. It not only helped to preserve its rich tradition, but even allowed for progress.

**We work together because we respect tradition, culture and each other.**

Hidria is aware that the link between business and art is very strong. We are collecting the funds for the development of young musical talents to purchase new instruments and education and we help the conductor of the Band to get education abroad.

The members of the Band regularly impress the audience at the annual and new year concerts and are regular guests at Hidria's events.

## **SUPPORTING HUMANITARIAN AND ECOLOGY PROJECTS**

Hidria was pleased to take part in the "Pure Joy" humanitarian campaign and has been participating in it for several years. In this way we support waste separation and the project Botrstvo (Patronage) that aims to improve the quality of life of children and adolescents who live in deprivation and need financial help and encouragement.

The action includes the collection of waste electrical and electronic equipment, steel scrap, non-ferrous metals and paper.



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# RESPONSIBILITY TO CUSTOMERS AND SUPPLIERS

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We are responsible to our customers and suppliers. We build partnerships with our suppliers and share our business philosophy with them. We work continuously to improve quality and our total competitiveness. We understand, respect and strive to exceed the expectations of our customers.

Together with our customers, we are developing innovative solutions that provide a higher quality of life, safety and well-being.

## **We are a reliable and trustworthy business partner.**

We deliver on time, without mistakes and directly to the installation site.

We build long-term partner relations with our suppliers, inform them about our business philosophy, constantly improve the quality of cooperation and thus increase the total competitiveness.

We stand for business ethics, respect a fair and transparent business practice, act justly for the entire supply chain and pursuant to law. We follow the corruption-prevention provisions, the protection of intellectual property, respect business and personal data and the provisions about the export control and conflict of interest.

In 2017, we were nominated by the French multinational corporation PSA, the owner of the Citroen, Peugeot, DS Automobiles and Opel brands, as its best supplier and awarded a special award.

## **ENSURING THE SAFETY AND QUALITY OF PRODUCTS**

Product safety for the end user is our commitment.

As a development and pre-development supplier of the automotive industry we are aware of the responsibility arising from legal requirements for product safety. In developing and

manufacturing products we ensure their safety and optimal quality in relation to the current state of science and technology.

Risks are controlled by introducing »state-of-the-art« approaches in the development of modern products and processes and the upholding of the integrated leadership system; in this way we build the culture of continuous improvement of products and processes.

We appointed a Product Safety Representative (PSB) for each business unit; the work is coordinated by the PSB at the level of Hidria. We organise trainings in product safety awareness for all employees; this ensures an adequate focus on the control of critical and functional characteristics of products.