

Integrated Management System (IMS) Policy

Document Title	Integrated Management System (IMS) Policy
Company	The Hi-Tech Gears Ltd.
Approved By	Board of Directors
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We at The Hi-Tech Gears are committed to achieving excellence and continuous improvement in Quality, Environmental, Health & Safety performance through a comprehensive Integrated Management System.

We assure our commitment by:

- Developing, implementing and maintaining an Integrated Management System that ensures compliance with applicable legal and regulatory requirements, including IATF 16949, ISO 9001, ISO 14001, ISO 45001, Codes of Business Conduct & Ethics, Whistleblower, Antibribery policies, and any other subscribed requirements.
- Building a customer-centric organization by focusing on stakeholder needs, satisfaction, and sustainable value creation.
- Emphasizing innovative solutions, continual improvement, defect prevention, reduction of variation and waste, and pollution prevention throughout the value chain.
- Identifying and implementing objectives and targets for risk minimization, risk mitigation, efficient use of resources, climate change mitigation, and sustainable use of natural resources.
- Providing a safe and healthy work environment to prevent workplace injuries and ill-health.
- Educating, training, motivating, and involving all employees and stakeholders in the continual improvement of the Integrated Management System.
- Ensuring consultation and participation of workers and encouraging EHS protection among external service providers.
- Periodically reviewing the IMS performance to ensure its effectiveness, relevance, and continual improvement.

This policy shall be communicated and made available to all employees and interested parties who shall be involved in achieving and improving IMS performance.