

JAZ ZUBIAURRE SA, is a company that offers surface treatment solutions, a leader in quality, service and innovation, that works in a responsible way to achieve sustainable long term growth.

## **Our competitive advantages are:**

- Experience in the field of surface treatment.
- Ability to discover and continuously develop new products, new alliances and new market niches in a competitive way.
- Design, development and manufacturing of products that are the best in their class.
- Exceptionable service: Adapt to customer needs, easy to do business with flexibility and efficiency of the organization to adapt to customer requirements.

## **Our strategy is based on:**

- Obtain the continuous improvement and innovation in our products and processes.
- Achieve the satisfaction of our customers, offering a quality, reliable and safe product that meets your requirements.
- Integrate the needs and expectations of all interested parties into our operations.
- Maintain and improve a management system that helps us to prevent risks and take advantage of opportunities, not to damage or deteriorate the health of people, to prevent pollution to the environment and to manage the environmental impacts of our processes and products.
- Provide safe and healthy working conditions for the prevention of work-related injuries and ill health and commitment to the consultation and participation of workers, and where they exist, of workers' representatives.
- Know the applicable legislation in each area and comply with it. In motivating and continuously training the people who constitute the organization, making them participants in the needs of our company and the achievements.
- Continuously motivate and train the people who make up the organization, making them participants in the needs of our company and the achievements made.
- Commit to equal opportunities, respecting the principles of responsibility between women and men.
- Carry out an adequate organization of time at work, which makes personal life and work life compatible, facilitating co-responsibility and helping to reduce psychosocial risks and ensure motivation and productivity at work.

## **Our future is:**

- In the sustainable growth of the company.
- In continuing to promote continuous improvement and innovation In managing risks and opportunities arising from the evolution of the environment.
- In improving every day the capacity of people and the means of work.
- In maintaining professionalism and commitment to the objectives of the company.
- In the search for business opportunities, which allow us to adapt to the changes that are made in the market.
- In strengthening the close relationship we have with our clients.
- In achieving sustainable development in our processes.
- In ensuring the protection of people in all stages of our processes and services.
- In the progressive incorporation of employees and external stakeholders to our efforts for improvement.

As General Manager, I commit myself to constantly promote the application of the Quality, Health and Safety Systems with the same strength and responsibility as the rest of the functions entrusted to me, and I request all the members of the organization, an attitude of conscious active collaboration and disciplined, in order to realize the potential for improvement that JAZ ZUBIAURRE has.

It is an effort that benefits all, that is worthwhile and that I thank in advance.

Eibar (Spain), May 3, 2022



**The General Manager**