



COMPLIANCE POLICY

REVIEW N°	1
DATE	04-04-19
PAGE	1 DE 1

COMPANY: GA IRAUSA / GA INGENIERIA (GA HEADQUARTERS)

COUNTRY:
SPAIN

GRUPO ANTOLIN Corporate Compliance Policy is the following:

- Designing, manufacturing and supplying to automotive industry all products managed by Business Units of:
 - Overheads & Trunk Trim.
 - Doors & Hard Trim.
 - Lighting.
 - Cockpits & Consoles
- Enforce the criminal law applicable to the Company and prohibit the commission of criminal acts.
- Establish a System with processes, procedures, policies and the firm commitment to respect this.
- Disclose a policy that is congruent with the aims of the Company and its business objectives.
- Identify the activities in which crimes that must be prevented through effective risk management could be committed.
- Minimize the Company's exposure to the risks of Compliance.
- Provide an appropriate framework for the definition, revision and achievement of the objectives of the Compliance System.
- Impose the obligation to report on suspicious acts or behaviors relating to the risks of Compliance by ensuring that the informant will not receive retaliation.
- Establish a continuous improvement management on the Compliance Management System.
- Define the authority and independence of the person in charge of the Compliance Management System when different from the Governing Body.
- Expose the consequences of not meeting the System's own requirements and/or derivatives

APPROVED - MANAGEMENT

DATE: 04-04-19

SIGNATURE: 