



## **CORPORATE SOCIAL RESPONSIBILITY**

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**We are a French company operating in Europe  
mainly: we take our responsibility to be a good  
corporate citizen seriously**

## **Vision**

Focus to be a market player in our trend of production to support our different customer in their product development.

## **Our purpose**

T2i is a wire and tube bending specialist, working with different raw materials to be able to respond and serve as responsive technical support, service appreciated by our customers.

## **Our objectives**

- To be the supplier for bending wire or tube for different sectors of activities
- To be able to support co development with our customer to provide the less expensive parts on the quality level required
- To be a responsible partner in the supply chain, delivering our environmental improvement targets

Our strategy for profitable growth

- Leverage our technology and technical expertise to create new market opportunities
- Achieve operational efficiencies in terms of quality, service and cost

## **Our values**

T2i is very proud of what it achieves, produces and delivers. We are recognized as experts in providing bending and folding metal wire - tubes in a manner that does not compromise our integrity and high standards of business conduct. We believe what we deliver takes a lot more than technical knowhow.



**Expertise** - We offer our technical know-how on materials and their reaction to bending, forming and treatment.



**Creativity** - We find solutions, and show initiative.



**Responsibility** - We empower our employees to do what we say and do what is needed, necessary.



**Agility** - We listen, are responsive and adaptable to situations.



**Teamwork** - Working with customers, partners or internally, we collaborate effectively to win together



**Passion** - We use our know-how to help our customers create components that meet their needs, because we want to make a positive difference.

## Business ethics

Our employees are expected to demonstrate the highest levels of integrity, ethics and honesty in order to preserve their personal and professional reputations and inspire confidence and trust in their respective actions. T2i is proud of its standards in creating a safe place for staff, visitors and contractors.

### Employees

T2i employees are treated with dignity and respect, with equal employment opportunities for all, regardless of race, religion, gender, sexual orientation, maternity, marital status, family status, disability, age or origin. We offer a healthy and safe working environment and have a clear anti-bullying and anti-harassment policy.

### Suppliers

All suppliers are evaluated against established criteria and selected on the basis of factors such as price, quality, delivery, proximity, when possible, service and integrity. Our choice of suppliers is made objectively, without bias, conflict of interest or influence from others.

## **Customers**

We are committed to providing quality products to our customers. We are vigilant to avoid misrepresentation, concealment and exaggeration in our public statements. Our goal is to build long-term, sustainable relationships with our customers by being honest and transparent in our business dealings.

We respect the confidentiality of any information we obtain from our customers and ensure that this is managed effectively in our procedures.

## **Competitors**

We will build our reputation on performance alone. As a company, we will compete vigorously and lawfully, and we will not compete unfairly with others. We will never act in such a way as to damage the reputation of our competitors, either directly or implicitly.

## **Governance, regulators and legislators**

T2i complies with all international, national and local legislation affecting its activities, and strives to follow best practice in corporate governance.

# **Compliance**

## **Bribery and Corruption**

T2i is committed to conducting all its business in an honest and ethical manner. We have an unequivocal zero-tolerance approach to bribery and corruption in any form and are committed to acting with transparency, professionalism, fairness and integrity in all our relationships.

We do not permit any employee, or anyone acting on their behalf, to give, accept, solicit or promise a bribe or solicitation payment, regardless of the amount involved. This includes any type of facilitation (or 'kickback') payment.

## **Giving and receiving gifts and entertainment**

We have a strict policy regarding offering of modest non-monetary gifts to our business partners, where appropriate for marketing purposes or as a gesture of goodwill. Director approval ensures that the gift is legitimate, proportionate and reasonable.

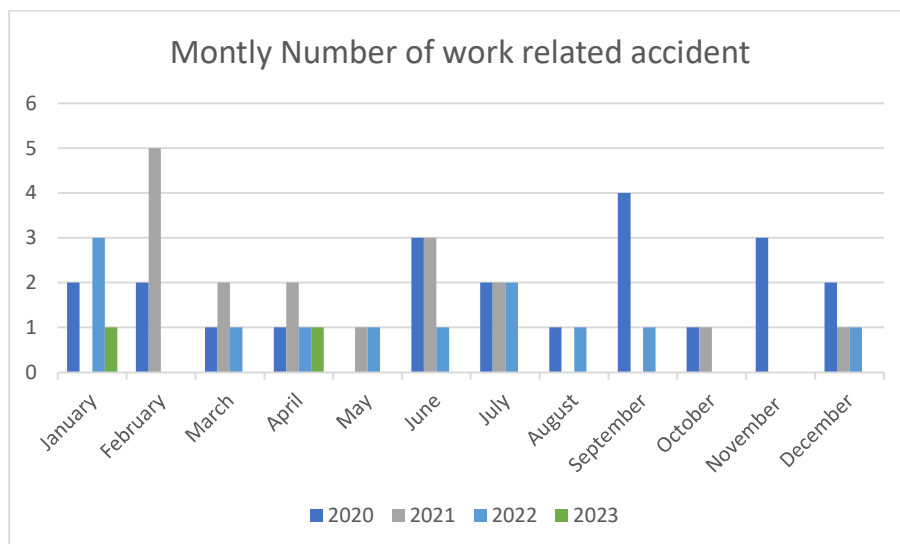
Employees will neither seek nor accept for themselves (or others) gifts, favors or entertainment without a legitimate purpose from any person or business organization doing or seeking to do business with T2i.

### **Fight against slavery**

We take a zero-tolerance approach to modern slavery and are committed to acting ethically and with integrity in all our transactions and business relationships.

## **Health & Safety**

We are committed to providing a safe and healthy working environment for all our employees, visitors and subcontractors, both on and off our sites.



## **Sustainable development**

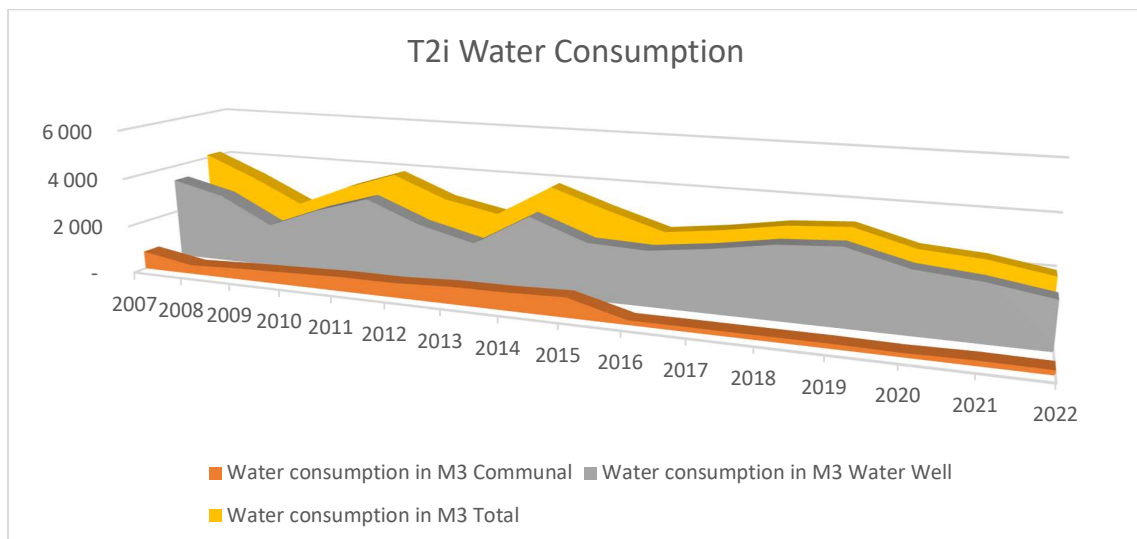
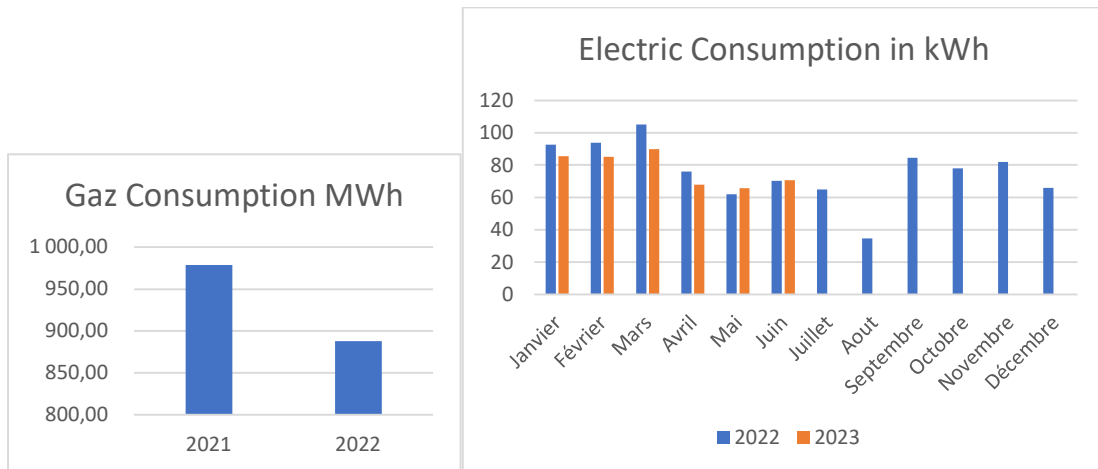
We are committed to a long-term program to reduce carbon emissions from our supply chain, employees and operations.

By complying with current legislation and/or environmental impacts caused by energy consumption and carbon emissions, we aim to minimize the impact of site operations and logistics activities through best practices and efficient management systems, focused on energy use and reduction.

Current measurements of our carbon footprint, including but not limited to all energy consumption in offices, warehouses, freight transportation and business travel, show a reduction in total carbon emissions compared with the previous year.

This objective is achieved through the following projected analysis and target objectives:

- Investment in energy-efficient machinery
- Separation of waste streams to provide a reusable energy source
- Utility providers and planned investment in solar panels capable of supplying renewable energy to plant and machinery
- Keeping business travel to a minimum
- Reduce our water consumption mainly through Surface Treatment and with the involvement of our employees

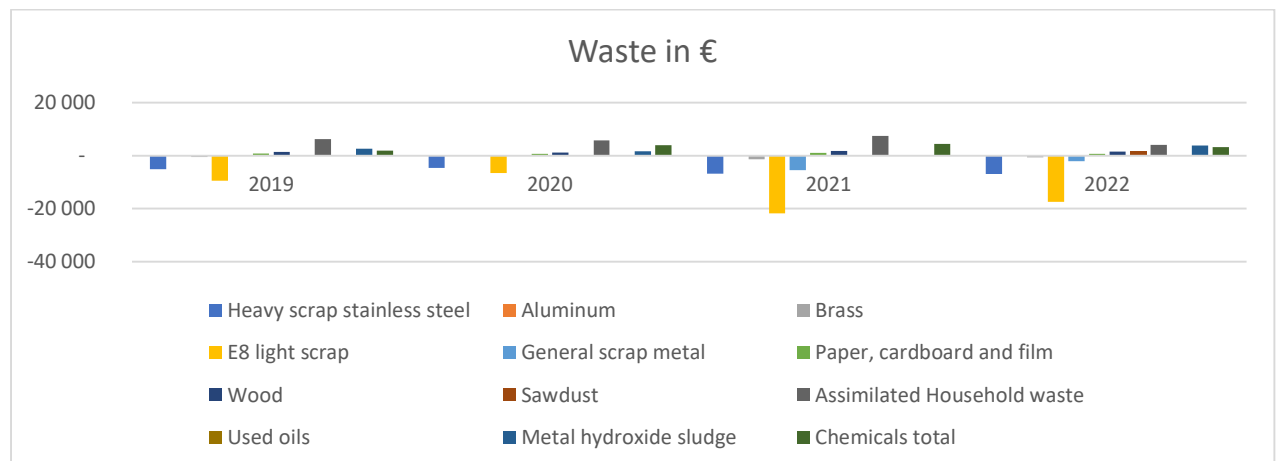
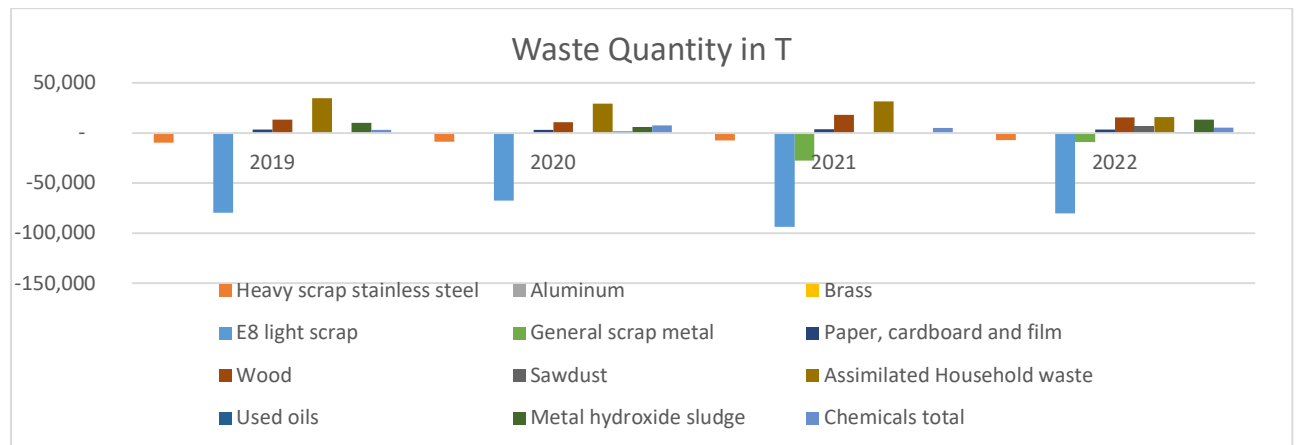


We strive to offset our carbon footprint by developing a sustainable supply chain. We achieve this through sound management of our suppliers. In addition, the desire to reduce our impact on the environment guides decision-making in our production and product development processes.

## Environment

We comply with all laws and regulations relating to environmental protection. We understand the need to protect our planet and maintain an awareness of environmental issues concerning T2i and its activities.

Through waste separation and the use of recyclable materials, we can create reusable waste streams in partnership with external suppliers. Usage indicators are monitored against waste and resource reduction targets.





# Quality

In a fast changing and innovative world, T2i is committed to continuously improving every process across all Company's functions to deliver better quality and value to its customers.

This will be achieved through

- Compliance with relevant international standards relating to quality management systems and continuous improvement of the business management process,
- Annual employee satisfaction surveys to inform our internal development goals,
- Motivate and encourage our workforce to operate in a way that promotes a high level of quality,
- Be efficient with the resources used by:
  - Reducing our internal manufacturing defects
  - Reducing external customer non-compliance
  - Reducing internal and external quality costs
- Meet our customers' delivery requirements and continuously improving the efficiency and effectiveness of our manufacturing processes and systems through, when appropriate,
- Ensure compliance with specific customer requirements and/or legal or regulatory requirements relating to materials or products supplied to our customers with our technical department, internal processes and product controls.



## **Sales**

We focus on sustainability in our product development program. This includes working with our supply chain to review the content of our materials and identify options that could increase the use of recycled ingredients or increase the recyclability of end-of-life products.