JOYSONQUIN
AUTOMOTIVE SYSTEMS

20/22

SUSTAINABILITY

SUMMARY REPORT



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Foreword
by the board of management






(top) From left to right: Sven Schwab: Chief Sales Officer; Michael Plocher: Chief Technology Officer
(buttom) From left to right: Dr. Johannes Klein: Chief Financial Officer and Vice President; Bin Xu: Chief Operating Officer and Vice President

Dear Readers,

JoysonQuin contributes to a world in which sustainability can flourish. We committed to 100% CO_2 neutrality in 2039 and with our Sustainability Report 2022 we want to show you what achievements we have had in the past year which move us towards our Goal.

For us, sustainability means creating lasting value for all stakeholders: for customers, employees, and investors as well as for business partners and society.

Economic, ecological, and social responsibility go hand in hand - along the entire value chain.

Sven Schwab
Chief Sales Officer

Michael Plocher
Chief Technology Officer

Dr. Johannes Klein
Chief Financial Officer and Vice President

Bin Xu
Chief Operating Officer and Vice President

VISION

We are reliable pioneers who provide innovative, sustainable, and emotional solutions to enhance the automotive driving experience.





These pictures are excerpts from our image film, to view them click here.

MISSION

With Europe and USA as our primary regions, we provide superior automotive trim parts and high voltage charging systems of technical innovation and excellent quality, while reducing our environmental footprint. We encourage our global teams to learn continuously and enable them to realize their full potential. We create “win-win” solutions for our customers around the world and value for all stakeholders.

GLOBAL STRATEGY CONVENTION



ONE TEAM, ONE GOAL. JoysonQuin is a united company with partners from all plants that met in May in Friedrichshafen to take part in the Global Strategy Convention to create a common strategy for the complete group.

Two days of numerous findings and even more ideas for creating a better world for tomorrow's automotive interior!

On our strategy convention, we focused on profitable growth and differentiation - this involved many different components, such as employee development, our corporate culture, and a corporate management system all working in tandem.



As a result of different kind of workshops initiatives have been created to keep on going as a truly global team. Progress and future development are not just in our interior premium components, but also in every individual of us. Together with our highly-skilled and motivated team we are shaping the future of automotive driving experience! With our mindset, passion, and our lean processes we aim to a continuous improvement culture.





JoysonQuin Sustainable Development Goals (SDGs)

JoysonQuin takes environmental responsibility. Guided on the Social Development Goals (SDGs) from the United Nations. With our definition of strategy and goals, customer requirements, KPI tracking initiatives, internal communication to our employees we guide our way towards our own JoysonQuin sustainability standard.

JoysonQuin has the goal to be CO_2 neutral until 2039. We commit to invest in innovative and sustainable products and technologies.

In 2025 we committed ourselves to 100% usage of renewable energy at all sites in the next years. All necessary investigations have been started.

Furthermore, we started to implement global environmental key performance indicators, which we are collecting monthly from all sites. Here we collect information about CO_2 emissions in gram, waste, and sewage water and many more. Like this, we can control our consumption per plant and plan our next actions.

The environmental compliance ISO 14001 and the safe production environment ISO 45001 are an important base for our business. Therefore, we renew our certification regularly.

For several years we have been working with veneer suppliers who are already FSC® certified. By 2021 we have decided to achieve certification ourselves in 2022. We are increasing strictly the recycling components and raw-material utilization for our finished products.

Water is a valuable resource. Therefore, we will have by 2030 a sustainable water management at our sites.

We are having a zero accidents policy and work constantly towards this high goal. Therefore, we have several trainings to ensure that our employees are well protected.

Diversity is one of our core values. We employ 36 nations globally. We also encourage gender equality.



ECONOMICAL SUSTAINABILITY



Economical Sustainability

We are proud to announce you, that we receveid the FSC® Certification (FSC-C178399) for our five plants with Central office via Matrix Scheme.

For our customers this means we can provide FSC®-certified wood in our premium decors. For future programs we are entitled to submit offers FSC®-certified woods.


ZERTIFIKAT ◆ CERTIFICATE ◆ СЕРТИФИКАТ ◆ CERTIFICADO ◆ CERTIFICAT

TÜV SÜD Czech
ACCREDITED CERTIFICATION BODY
for Certification of FSC® Chain of Custody
assessed the chain of custody system of:

JOYSONQUIN
AUTOMOTIVE SYSTEMS

JOYSONQUIN Automotive Systems GmbH
Gutenbergstr. 16
DE – 71277 Rutesheim

with the following scope:
Production of decorative trim elements for car interiors

including the following FSC claim: **FSC Mix**

implementing the following Chain of Custody system: **Transfer**

The full list of products, species and FSC claims covered by this certificate is detailed in the FSC database: http://info.fsc.org.

The company was assessed and found in compliance with the Forest Stewardship Council® standard: **FSC-STD-40-004 and FSC-STD-40-003.** The version number of the FSC standard that the company was audited against is documented in the FSC database.

This is a multi-site certification. The annex of this document contains the sites and product types that belong to this certificate. The annex is an integral part of the certificate and contains 1 page.

Issue date: 19.05.2022
Certificate valid till: 18.05.2027
Certificate Registration Code: TSUD-COC-001934

Prague, 19.05.2022
Luděk Maryška, Head of Certification Body

The certificate is subject to regular surveillance. This certificate itself does not constitute evidence that a particular product supplied by the certificate holder is FSC-certified (or FSC Controlled Wood). Products offered, shipped or sold by the certificate holder can only be considered covered by the scope of this certificate when the required FSC claim is clearly stated on invoices and delivery documents.
This certificate is the property of TÜV SÜD Czech s.r.o and all copies or reproductions of the certificate shall be destroyed or returned immediately on request.
Validity of this certificate shall be verified on the FSC database (http://info.fsc.org/).

TÜV SÜD Czech s.r.o. ● Novodvorská 994 ● 142 21 Prague 4 ● Czech Republic ● certification@tuv-sud.cz

- FSC® Certification (Matrix Scheme) received on 19.05.22 for JQ
- JOYSONQUIN Automotive Systems GmbH (central office)
- Valid for all wood processing plants
  - JOYSONQUIN Automotive Systems Polska Sp. z o.o.
  - JOYSONQUIN Automotive Systems Romania S.R.L.
  - JOYSONQUIN Automotive Systems México S.A. de C.V.
  - JOYSONQUIN (Tianjin) Automotive Trim Co. LTD.
  - Ningbo JOYSONQUIN Automotive Trim Co. Ltd.
- JQ can evaluate a new wood surface on customer demand

Global Production System

DEFINITION:
“Any of the methods used in industry to create goods and services from various resources.”

WHAT DOES THIS MEAN FOR JOYSONQUIN:
The JQPS defines the principles and values of how we produce our parts and how we design our production processes worldwide.

APPLICABLE FOR:
JQPS is applicable for every employee and has been rolled-out worldwide.

It includes the following components: Strategy, structure, lean, shop floor, method, system, and factory of the future.

JoysonQuin Germany

JoysonQuin Germany want to tackle sustainability at its roots. We want to be sure that everyone understands the needs of change towards our main goal, to be CO_2 neutral by 2039.

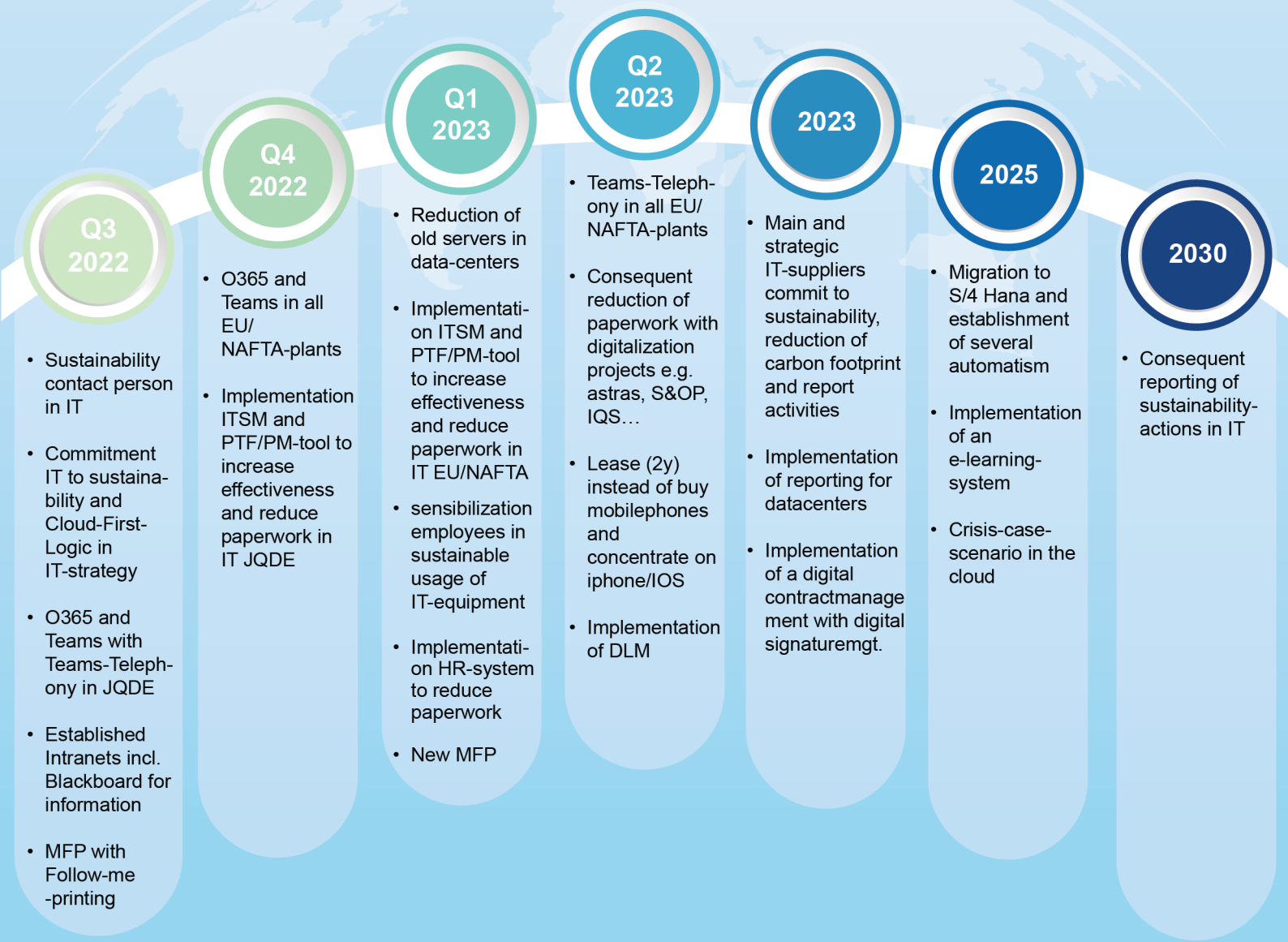
Therefore, each department was tasked with creating its own roadmap to show their initiatives to contribute towards the goal.

This year we want to show you in detail what we are doing to make our IT-landscape as the base for our sustainable business.

As in all other departments, the IT department has named an sustainability responsible. Further to announcing the responsible, the IT department committed itself to sustainability and cloud-first logic in the IT strategy; lean systems; Office 365; and a new intranet page for supporting information JoysonQuin-worldwide.

These are just some points from the IT-department is highlighting for 2022 and for the following years we have rollouts of systems to have a complete worldwide picture. As also the reduction of resources e.g., old servers in data centers and energy efficient printers.

Further topics you can see below in our sustainability roadmap.



Sustainability Roadmap IT JoysonQuin

From 2022 JQDE is TISAX-certified. Several audits and employee training have been carried out to ensure our data security. Since the topic of cybersecurity is becoming increasingly important in an entrepreneurial context, we have created an intranet page on this topic.

This intranet page is a first step and will be further expanded to increase awareness of the topic.

- Training materials as well as learning videos are linked there (available in German and English)
- You will find FAQs on the most important rules of conduct in cybersecurity
- Quick links have been added that point directly to JQ-Plan and our TISAX guidelines
- In the activity calendar, you always stay up to date regarding audit and training dates
- Via the newsfeed we will inform you regularly about current threats
- For emergencies, you can find the rules of conduct via the button „emergency call“

We believe in strict training for our employees so they can support our data security on a sustainable basis.

KAIZEN ME

During the introduction of corporate values in JQDE, an electronic suggestion scheme was introduced (Kaizen Me Idea Box). This inventive initiative was imbued with a dual purpose: first, to empower the diversified cohort of JQDE‘s personnel, fostering a sense of ownership and shared responsibility in the cultivation of the organizational milieu; and second, to actualize a collaborative synergy that amalgamated individual ingenuity into a cohesive tapestry of progress.

think OUTSIDE THE BOX

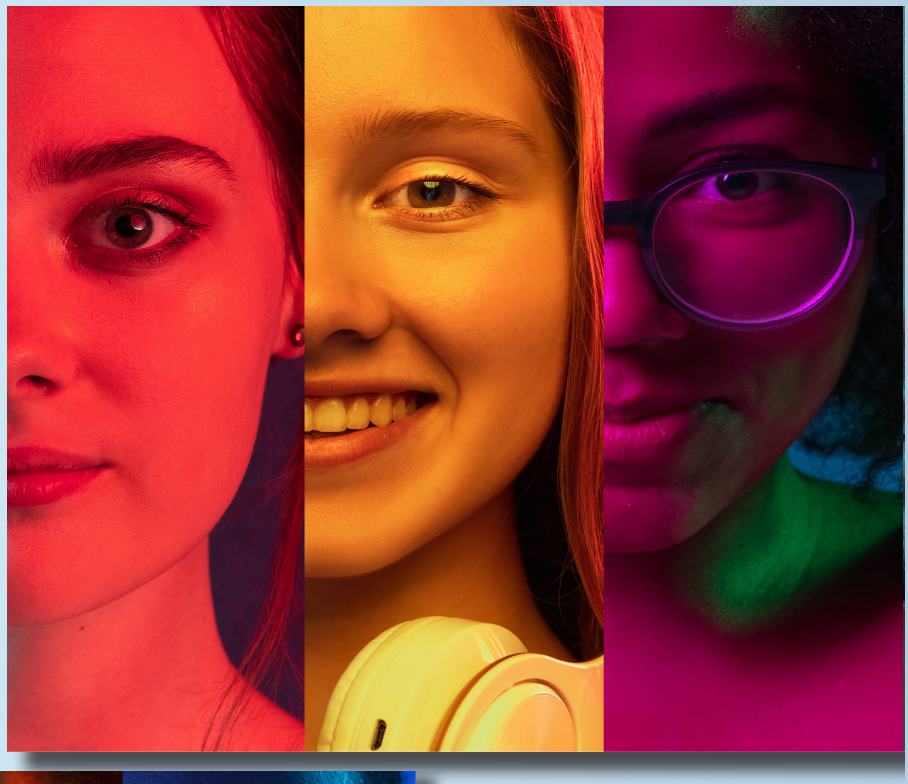


Kaizen-ME initiative goodies for the employees

JoysonQuin Romania

In 2022 we had several students/ school events in our plants and this year we would like to show some impressions of our Plant in JoysonQuin Romania.

We are proud that especially the next generation is interested in getting to know the automotive industry and in particular our business in decors. We invest in fairs and school / university events to empower the next generation to follow our footsteps and create a more economic stable and sustainable automotive world.





In addition to these, we organized several trainings for our employees; the most important ones are:, certifications for forklift management, VDA (Process and Product), SAP, first time manager, leadership.

DOJO for induction for blue collar employees, as well as IATF 16949 qualification 1st and 2nd party auditor, as well as foreign language courses to support our employees with customer contact. Of course, these trainings and certificates are also reliable to our other plants of the JoysonQuin Group.

JoysonQuin Poland



FOF - Factory of the Future, Poland/Wałbrzych

In 2022 the building of our FOF, Factory of the Future, was started in Poland and we could begin the first pre- and serial-production in our new plant. In 2023 will be the grand opening of this factory with the newest standards to build our superior trim parts.

Within our framework of economical energy management, we conduct comprehensive inspections of the compressed air system on a quarterly basis. In order to effectively monitor the Key Performance Indicators (KPIs), we meticulously elaborate on them within a detailed reporting file. This meticulous approach is designed to ensure the seamless functionality and optimal performance of the system.



Newsletter for sustainability activities

Further to reporting on the inspection of compressed air, we had in September and October 2022 two new findings for the implemented idea related to saving electricity - dissemination of information. Our employees follow our empowerment and bring ideas via KAIZEN-ME like in the other plants. An example of energy saving is the separation of light switches for individual workstations.

We have established a company newsletter tailored for our plant employees. Its purpose is to disseminate information regarding ongoing activities within the organization, while also offering insights into energy-saving practices both within the company and in their personal lives. This newsletter serves as a valuable resource to not only keep our employees informed about current happenings, but also to empower them with practical knowledge on conserving energy both within the workplace and at home.

JoysonQuin North America

The personnel of JQNA actively engaged in Kepner-Tregoe training, a program designed to elevate their proficiency in applied problem-solving and decision-making methodologies. This transformative shift away from solitary heroism and reliance on subjective hunches, instincts, and intuition towards a collaborative team framework has yielded expedited and superior decision-making processes. Through their participation in the Kepner-Tregoe training, JQNA staff have effectively embraced enhanced problem-solving techniques, fostering a collective intelligence that culminates in more efficient and effective decision outcomes.

DISC Assessment



In its pursuit of discerning consistent patterns of human behavior within the workplace, Joyson-JoysonQuin North America embarked on a mission to employ precisely calibrated behavioral assessments. To achieve this objective, the company invited its staff to partake in a DiSC assessment, an endeavor aimed at unveiling and understanding predictable behavioral tendencies. Recognizing the profound implications of comprehending such patterns, JQNA aspires to cultivate productive out-comes, providing team managers with the insight to identify strengths, explore avenues for enhancement, and acquire requisite resources to propel the realization of organizational objectives.

The culmination of this initiative unfolded at the local „The Royal Park Hotel, Rochester," where employees convened for a day-long event. This event was characterized by group discussions, a comprehensive 360-degree review, and, ultimately, the pivotal act of undertaking the DiSC assess-ment itself. This orchestrated gathering facilitated an environment conducive to open dialogue and the exchange of ideas, fostering a deeper com-prehension of individual and collective behavioral dynamics. Through this collective endeavor, JQNA aspires to pave the way for more harmonious and productive interactions, optimizing the synergistic potential of its workforce to propel the company's mission forward.

Core Values

These are the central, guiding beliefs and principles that underpin our organization as we showed already in our 2021 Sustainability Report for the other plants. JoysonQuin North America was clear from the onset on defining the cultural cornerstones. The significance of these Core Values resonates not only internally but also profoundly influences our interactions with customers, partnerships, and stakeholders. By adhering to these unwavering principles, JQNA cultivates a framework that transcends mere transactions, establishing enduring relationships based on mutual respect, transparency, and shared aspirations. This commitment to our Core Values serves as a beacon that guides our path, driving us toward sustainable growth and fostering a harmonious alignment with all those we engage with.



Plug and Play

In 2022 we joined Plug and Play to seek new startup technologies that will help us realize our vision. Since March 2022 we have been introduced to over 2 dozen startups around sensors, sustainable decorative surfaces, sales as a service, and MES and smart manufacturing.

JQNA has 7 POCs (Proof of Concept) In progress with 2 advanced development agreements executed. The POCs all target at seamlessly integrating surfaces, light and or functional components by focusing on innovative technologies.

How to describe Plug and Play:
Plug and Play is a global innovation platform connecting world-class startups, corporations, and investors. Headquartered in Silicon Valley, they are also present in 50+ locations driving innovation across 20+ industries. Their vision is to build the world's leading innovation platform and make innovation open to anyone, anywhere.

ECOLOGICAL SUSTAINABILITY



ECOLOGICAL SUSTAINABILITY

JoysonQuin Germany

The year 2022 marked a series of noteworthy ecological accomplishments for Joysonquin. Not only through our Global Strategy Convention was the sustainability initiative born. Here JoysonQuin made the first step in the planning of overall sustainability team building actions.

Further to the sustainability initiative JoysonQuin Germany started the first training for LCA (Life Cycle Analysis) analyses. Together with some professional expertise from a nearby university we created a road-map for the analysis of the carbon footprint the JoysonQuin materials have. Starting on a sample plate with one surface and on further steps making the rollout to the decors of all surfaces and in the last step creating the company footprint. With an interdisciplinary team the first step was created to start in 2023 with the detailed analyses.

On the side of the LCA analysis, we also made an internal energy audit in Rutesheim to see the bottle-necks for further energy-saving actions. A part of this was the regulation of heating and water supply. Small investments create a significant impact on the loss of energy.

Digitization: For example, our invoice receipt system has been completely digitized.

Reduce CO_2 thanks to modern technology: Be digitally „on-site“ with your colleagues quickly? We have purchased appropriate modern technical aids to bridge the gap and ensure fast and uncomplicated support directly from Rutesheim or here and to ensure fast and uncomplicated support directly from Rutesheim or from the home office. In Mexico, Romania, Poland, and Ningbo, we have at least one Holo-Lens 2 on-site. These can be rented from the local contact person in the IT department. During the pandemic, we also used the Holo-Lens for audits or factory inspections in global teams.

JoysonQuin Poland

ISO 45001:2018
COMPLIANCE WITH THE HEALTH AND SAFETY MANAGEMENT SYSTEM

ISO 14001:2015
COMPLIANCE WITH THE ENVIRONMENTAL MANAGEMT SYSTEM

IATF 16949:2016
COMPLIANCE WITH THE QUALITY MANAGEMENT SYSTEM

All JoysonQuin plants are certified with the IATF 16949 and ISO 14001 and ISO 45001.

Below you can see the certification scheme of our Poland plant JQPL.

By this, we provide you with the assurance that our processes adhere to the latest automotive norms.



Plant 1 norms



Plant Factory of the Future norms

ISO 45001:2018
COMPLIANCE WITH THE HEALTH AND SAFETY MANAGEMENT SYSTEM

ISO 14001:2015
COMPLIANCE WITH THE ENVIRONMENTAL MANAGEMT SYSTEM

IATF 16949:2016
COMPLIANCE WITH THE QUALITY MANAGEMENT SYSTEM

We ensure that the energy supply for both companies is entirely sourced from 100% green energy derived from wind farms. Our commitment to this environmentally-friendly approach is underlined by the monthly renewal of our certification.

Ecological sustainability is in all our minds. Daily processes need to be improved and each movement needs to be checked to see if we can change it for more environmentally friendly handling. An enormous impact is in having the overall waste, but most particularly the hazardous waste drastically reduced.
As an example of this, JoysonQuin Poland started to implement solvent-based glue for steering wheel production that is water-based to reduce emissions. Further to the optimization in production processes due to the glue, we could also reduce other process consumptions due to production waste process improvements.



Another focus is on environmental protection in sustainable social development. This year we started a long-term tree-planting plan involving our employees and their families.

In this way we will balance our development by supporting the natural environment and contributing to building awareness among employees and the youngest generation. For this purpose, we have already established cooperation with the Jugów forest district.

On May 14th employees of JoysonQuin Polska planted 733 trees with their children. The event was held thanks to the hospitality of the Jugów Forest District and the Kalenica Forest District. Building awareness among children is important to us in environmental protection and sustainable development. Therefore, immediately after planting trees, the youngest could participate in workshops on global warming, build an insect house on their own, prepare natural cosmetics or make a forest in a jar.



Raising environmental consciousness necessitates a collective effort to instigate behavioral shifts. JoysonQuin Poland is actively engaged in various initiatives aimed at achieving this objective. These include the implementation of regular ecological campaigns, which manifest through visual mediums such as posters, comics, and newsletters. Additionally, consistent employee training sessions are conducted to elevate awareness about environmental concerns.

A tangible step towards sustainability is witnessed in the meticulous separation of household waste. Glass, plastic bottles, and other packaging materials are segregated with precision, thereby contributing to effective waste management. This multipronged approach underscores JoysonQuin Poland‘s steadfast commitment to fostering environmental responsibility and fostering a culture of mindful consumption.

In 2022 we also over-achieved our recycling goal by 39% instead of just 35%. Measures were taken e.g., in sandpaper, in polishing paste, paper, electronics, metal and plastic scrap and finally, the OBS boards use improvement in multiple uses.

JoysonQuin North America

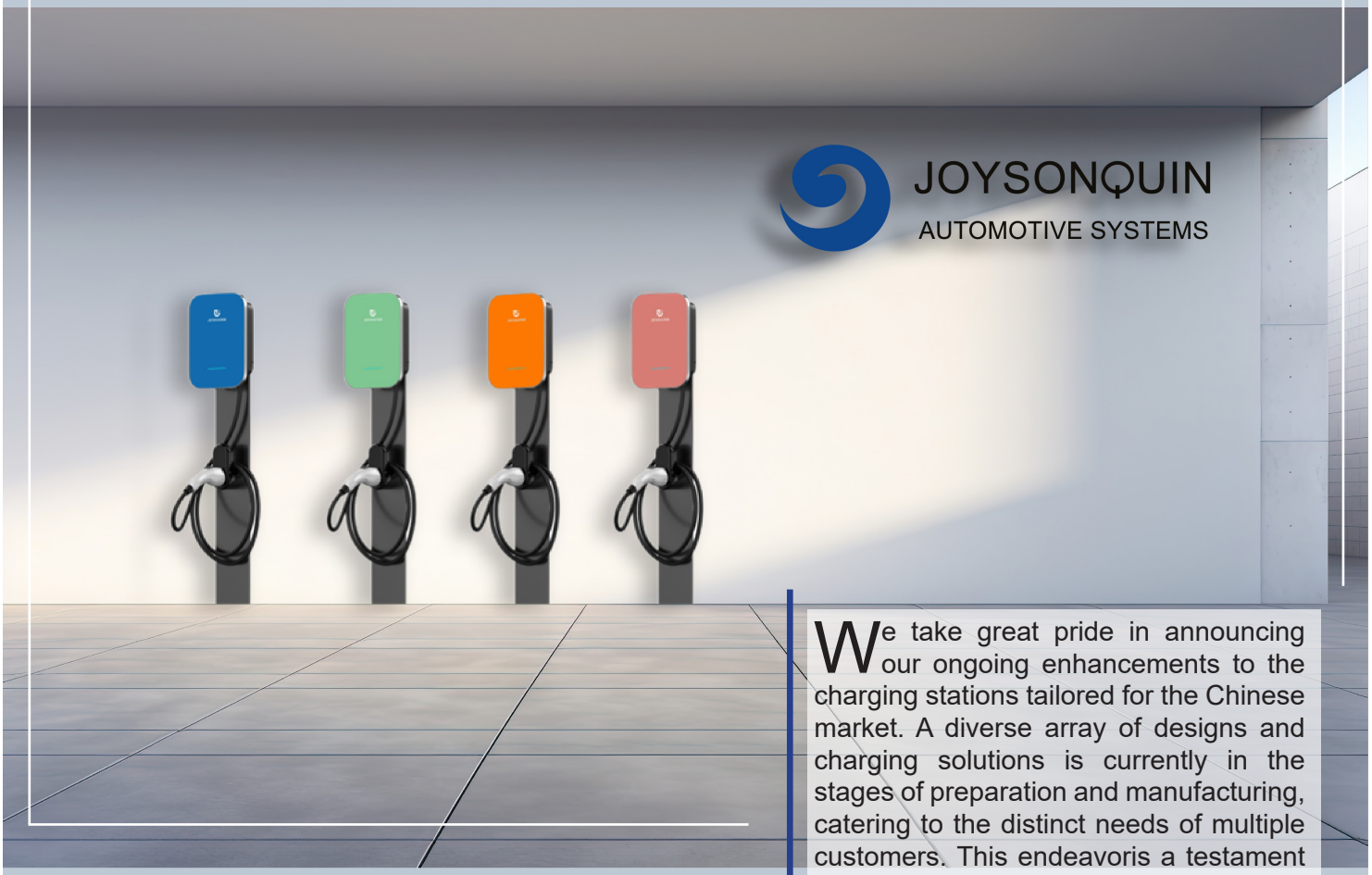
We feel that sustainability should be a verb - let’s act! Sustainability is not an afterthought but rather integral to what we do.

Managed by the advanced development leadership team, here are a few practices that we are exploring:

- **Utilize materials with a low carbon footprint such as circular materials (i.e., mechanically recycled and chemically recycled resins)**
- **Reduce complexity and the number of components**
- **Minimize weight**
- **Design for disassembly and ease of recycling**
- **Monomaterials (using the same material family for components in an assembly i.e., polypropylene).**

With global shifts in the regulatory landscape, JoysonQiun North America’s advanced development team recognized the benefits of advancing our organization’s decarbonization and sustainable journey. Addressing scope 3 emissions has led to engagement in product innovation to create more sustainable and energy-efficient products through informed decisions in the product development phase that can deliver the most significant GHG reductions. The advanced development team’s focus is on our future and embedding circularity into the value chain by addressing different JOYSONQUIN solutions and different OEM needs such as minimizing CO_2 emissions or maximizing recycling. Not least of all are the several benefits such as increased engagement and relationships with vendors through our ability to implement sustainability initiatives, product innovation, and brand credibility.

JoysonQuin China



Wallbox designs for our JoysonQuin china market

We take great pride in announcing our ongoing enhancements to the charging stations tailored for the Chinese market. A diverse array of designs and charging solutions is currently in the stages of preparation and manufacturing, catering to the distinct needs of multiple customers. This endeavoris a testament to our unwavering commitment to innovation and customer satisfaction.

In our pursuit of maintaining vigilant control over energy consumption, we have developed a dedicated application. This innovative tool measures the volumes of energy utilized while also factoring in the fluctuating night and day energy rates. This dynamic approach ensures the most economical utilization of energy, contributing to substantial savings in what is an invaluable resource.

For the chinese market, we are pleased to offer this application, allowing users to seamlessly access and acquire their customize wallbox designs. Should you seek further insights or details about this offering, we encourage you to reach out to us without hesitation. Your inquiries will be met with prompt and comprehensive responses.



SOCIAL

SUSTAINABILITY



JoysonQuin Germany

In our 2021 Sustainability Report, we provided a comprehensive overview of our Core Values. In the subsequent year, 2022, our commitment extended beyond organizational bounds. We continued our efforts to foster a cohesive team dynamic and nurture a vibrant social environment, all the while prioritizing the well-being of our valued employees.

Throughout 2022, JoysonQuin Germany spearheaded a range of impactful social sustainability initiatives. These endeavors were designed to address crucial health concerns and support the overall welfare of our workforce.

Notable initiatives included skin screenings aimed at early detection and monitoring of skin cancers, spine screenings to ensure spinal health along with practical workout recommendations, and a commendable contribution to DKMS, a vital step towards fostering awareness and support for individuals battling blood-related diseases.

These endeavors exemplify our steadfast dedication to not only our organizational values but also to the health and vitality of our workforce and the communities we serve.

Thanks to the commitment of the JQDE, 12 employees could be registered as new potential stem cell donors. That‘s 12 second chances at life. With the registration campaign, the JQDE has set a strong signal in the fight against blood cancer. It is such actions that encourage the affected patients and relatives, because with each individual new registration, the chances of survival for patients worldwide increase. If you also want to donate you can contact us for more information.



DKMS Certificate for JoysonQuin Germany

Alongside of the screenings and donations we made to minimize the impact of the Coronavirus pandemic was the first christmas party in JoysonQuin Germany. By coming together every department leader had the opportunity to award an employee for their amazing work. Some as a individual, sometimes as team results -and here we are very proud of highlighting one again the amazing contribution these employees made and also that the complete team of JoysonQuin is doing on a daily base.

Rutesheimer Soapbox Race - JOYSONQUIN active

Taking social responsibility is one of JoysonQuin's core corporate values. For us, this also means being active in the local community. It was, therefore, a matter of course for us to financially support the soapbox race of the YMCA Association Rutesheim as an official sponsor. In glorious sunshine, the self-made soapboxes were launched on 09.10.2022. The spectators were treated to an exciting race and a variety of activities off the track. An all-round successful event for young and old.
Congratulations to the riders and the organizers of the event, who made it possible for the young people to have a momentous event.



What is a soapbox:
A soapbox is a vehicle moved solely by gravity and has no motor. Often, wood, plywood or similar materials are used in self-construction. The name was coined by an American soap manufacturer in the 1930s, who printed a blueprint of the racing cars on the large wooden boxes for shipping his products.

Bus and Train tickets

Commencing from May 1st, an additional facet of our support has extended to our JQ train commuters. Each employee now has the opportunity to avail a VVS ticket (Stuttgart Transport and Tariff Association) with an exclusive company discount. This initiative translates into significant annual savings for our employees, effectively enhancing their commuting experience.

PIMP MY PUMPKIN

The yearly pimp my pumpkin event was placed in September to celebrate Halloween and carve together pumpkins. Not only the adults were crazy to carve but also the employees' kids had the opportunity to hand in their great pieces of art to win a spooky gift. All around a great fun that will be repeated yearly.











Some pictures JoysonQuin pumpkin carving contest





JoysonQuin Romania

The year 2022 emerged as a captivating and dynamic chapter in our journey. It brimmed with a multitude of events dedicated to our cherished employees and their families, underscoring our profound commitment to their well-being and holistic engagement.

A tapestry of creativity contests graced various occasions, such as the First Day of School, Christmas, and Easter. These initiatives fostered an atmosphere of artistic expression, enabling our employees and their families to contribute their imaginative talents.

The spirit of compassion resonated through charity actions and donations, magnifying during festive occasions like Christmas, the first day of March, and Easter. A poignant collaboration with a local orphanage has been nurtured, allowing us to showcase and sell the creative products crafted by the children. The proceeds from these sales, generously augmented by our employees' additional contributions, consistently surpass expectations. Our collective efforts further extend to collecting toys and essential supplies, bolstering the support we provide to the orphanage.

An active pursuit of physical vitality was evident in our diverse sports events. Fishing contests, marathons, and our triumphant participation in a local corporate football championship were testament to our holistic approach to well-being.

Our celebrations encompassed international observances like Children's Day and Women's Day, acknowledging their significance in our global community.

Beyond our internal realm, we ventured into the external landscape through participation in job fairs and student events, reinforcing our engagement with the larger societal fabric. This rich tapestry of events encapsulates the essence of our commitment to fostering a vibrant, connected, and compassionate community within and beyond our organizational boundaries.

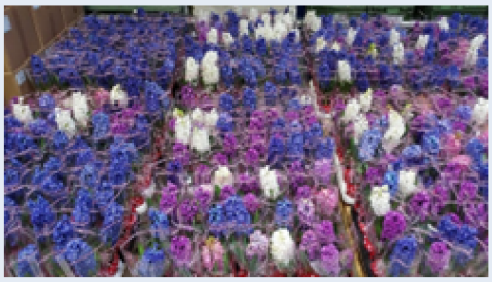
We try to create a tradition with these events, most of them being organized in 2023 too, because they were very appreciated by the employees.



Fishing contest



Creativity contest: First day of school prices



International Woman´s Day

JoysonQuin Poland

Not only by planning social events for our employees to maintain our great team spirit but also by working for the employee‘s safety the team of JoysonQuin Poland is continuously improving. For instance, we managed to reduce accidents by an impressive 43% compared to the previous year. This positive outcome can be attributed to a few key factors. Firstly, we conducted a thorough analysis of accidents, breaking them down by department, types of injuries, and personal factors like internships. This allowed us to pinpoint specific areas that needed attention and implement targeted improvements. Additionally, we revamped our accident reporting procedure, making it more efficient and accurate in capturing incidents. Lastly, we heightened supervision and carried out more audits across departments, reinforcing our commitment to safety and ensuring that protocols were consistently followed. These efforts collectively led to the significant drop in accidents, highlighting our dedication to the well-being of our team.

Next to the employee branding and the social responsibility as shown already in the ecological chapter of JoysonQuin Poland and the tree planting, employees are informed in the monthly company newsletter about the saving of energy in the company and also at home or involved in KAIZEN ME idea collection to save energy or protect the environment.

In November 2022, JoysonQuin Poland orchestrated a global „Movember“ campaign with the primary objective of conducting preventive examinations for men, focusing on early cancer detection. The term „Movember“ signifies movement in November, and our motivation was strong to engage in various activities, including football games and collective hikes, while also raising awareness about the importance of early cancer screenings.







Newsletter JoysonQuin Poland

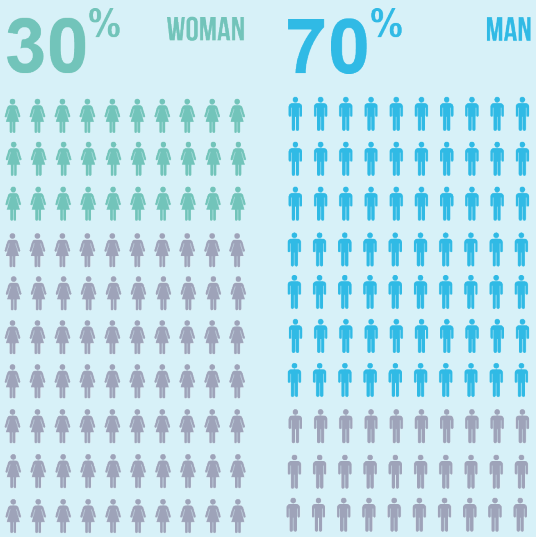
JoysonQuin Mexico

On October 18 and 19, 2022, we had two days of celebration for the achievement of 2 years without accidents at JoysonQuin Mexico and for World Cancer Day.

On October 18:
In acknowledgment of our remarkable achievement of 2 years without accidents, a special meal was arranged for all employees at various times within our dining room. Alongside this, a celebratory cake was shared to mark this significant milestone. Our „ReciclARTE“ campaign, involving the active participation of our entire workforce, was another noteworthy event. This campaign centered on the creation of Personal Protection Equipment (PPE) using recyclable materials sourced from our operational processes. The three most outstanding PPE designs were recognized and honored with awards. Furthermore, we facilitated engaging sessions with our personal protection equipment suppliers. These interactive sessions were aimed at raising awareness among employees about the importance of utilizing PPE for risk prevention. They provided valuable insights into different protective equipment and their role in ensuring safety. In our unwavering commitment to employee health, we welcomed IMSS personnel for a health-focused initiative. During their visit, influenza vaccines were administered, and rapid tests for HIV, Syphilis, and Pap smears were conducted. This proactive step underscored our dedication to fostering the well-being of our team members.

On October 19:
In observance of the global day dedicated to breast cancer awareness, we adorned ourselves with „pinks.“ To commemorate this occasion, t-shirts were distributed to all our staff members, emphasizing our solidarity in the fight against breast cancer. Furthering our commitment to environmental consciousness, we distributed trees to all employees, underscoring our collective responsibility for nurturing our planet. A health and safety fair were organized, incorporating safety-related inquiries as an integral part of interactive games. Prizes were awarded to participants, and refreshments were provided, creating an engaging and informative experience. Acknowledging our remarkable feat of achieving 2 years without accidents, we conducted a raffle of gifts among all our staff, a fitting token of appreciation for their diligence and commitment to safety. The culmination of our health-oriented initiatives took shape in the form of a closing ceremony for the health week. This brought together our entire staff, encapsulating the collective spirit of wellness and camaraderie that pervades our organization.

JoysonQuin North America



PROPORTION OF WOMEN / MEN

THE PERCENTAGE OF WOMEN TO MEN GREW FROM 8% TO 30% DURING 2022

Team Building

The golf outing team-building event was a delightful and engaging occasion that brought together our team in a vibrant and interactive setting. Against the picturesque backdrop of the golf course, colleagues collaborated, communicated, and showcased their skills in a friendly and competitive atmosphere. Beyond the fairways and greens, the event provided a unique platform for networking, fostering relationships, and building camaraderie among team members.



JoysonQuin North America Team Event



Participants

shared anecdotes, exchanged insights, and created lasting memories, all while enjoying the outdoors and the sport. The event's relaxed and social ambiance allowed individuals to showcase their personalities and strengths outside of the usual work environment, enhancing the bonds between team members. Whether they were seasoned golfers or novices, everyone contributed to the positive energy and sense of unity that permeated the day. The golf outing team-building event not only offered a refreshing break from the daily routine but also reaffirmed the importance of collaboration, effective communication, and shared experiences within a business-team.

JoysonQuin China



In 2022, as part of our Children's Day celebration, the company organized an engaging game called „Ringtoss." In this game, employees had the opportunity to win a gift by successfully landing a ring around it. The excitement and joy that ensued from this activity created a memorable experience for everyone, making the day truly special and enjoyable.





Childrens Day celebration with Ringtoss games

In July 2022, the company hosted a captivating summer concert that showcased the hidden talents of our employees. Some of our colleagues transformed into singers and musicians, sharing their musical gifts by playing instruments and singing delightful songs for their fellow colleagues. The event added a vibrant and harmonious note to the season, fostering a sense of unity and appreciation for the diverse talents within our workforce.





Karaoke summer concert

SNEAK PEAK 2023

We are proud to confirm that the Core-Team for LCA Analysis has had the official Kick-Off. Sustainability training in all departments will be carried out to keep the knowledge for our all future up to date.

Several surface developments with scrap reduction goals to create sustainable surfaces for the future-cars we would like to see our decors in.

And a lot more going on in 2023 to shape our future sustainable.

We hope you enjoyed the JoysonQuin´s 2022 Sustainability News Report. If you find any errors, we kindly ask you to inform us and we will be pleased to correct it accordingly.

JOYSONQUIN
AUTOMOTIVE SYSTEMS

DISCLAIMER

We have tried to take great care in preparing the report. Information is without guarantee and there is no liability for incorrect information.

If you have any questions, please contact
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