

## FLEXIBILITY

The ability to adapt to the constant changes in the world is an essential condition of the ETMA ecosystem.

Promoting adaptability as a synonym for intelligence and strategic thinking in a cooperative climate where everyone feels invited to contribute, exposing with more freedom, in the face of new challenges that can make activities more efficient.

Examples of practices that reflect the value described above:

- **Organization-wide certification to ISO 9001:2015 and IATF 16949:2015 quality management standards** in order to guarantee the quality of the parts produced. Know more [clicking here](#).
- **Environmental certification by ISO 14000:2015** in order to identify and carry out sustainability and environmental impact control actions. Learn more about ETMA's actions in the continuous reinforcement of the path of environmental sustainability [clicking here](#).
- **Reaction to adversity** – faced with an unexpected and never-before-experienced scenario, ETMA demonstrates capacity for anticipation and flexibility in its strategies. And, in the face of an ever-changing phenomenon, the predictive analytics that the company has demonstrated will help improve your ability to react, as well as be prepared to lead decision-making.
- **Implementation of adaptation and change procedures, methods and actions** in response to the permanent demands of customers and the market. The [10 Integrated Production Processes](#) are an example of ETMA's flexibility and adaptation capacity.
- **"Open Innovation" ideas program** – assuming that innovation is always positive, the implementation of this dynamic promotes the participation of ETMA's internal community in the company's constant innovation and improvement process, simultaneously enhancing the internal flow of ideas from all its employees. Through Open Innovation, ETMA seeks to adopt a more decentralized and flexible innovation model, focused on collaboration, promoting joint efforts, and creating compensatory challenges.
- **Bet on digitization** – in continuous development at ETMA, the digitalization process has been providing numerous advantages, including greater problem solving, a faster response to customers and suppliers, flexibility in accessing information, as well as access at any time of the day to documents, processes and procedures by employees.