

We are a major manufacturer of technologically demanding products, which we supply to our customers not only in the Czech Republic, but also in European and other countries around the world. The management of the company is aware of the increasing demands of customers for deliveries of products in the required quality, agreed time, quantity and at competitive prices. In order to meet these requirements, we have a quality management system in place and the company management has announced the following

# QUALITY POLICY

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which is enforced through principles in the following areas:

### Customers

- We trade fairly in a competitive environment, in accordance with the rules of competition. We base our activity on the idea that honesty towards business partners is a prerequisite for long-term cooperation.
- We respect agreements, contractual arrangements and payment ethics and we demand the same from our business partners.
- We strive to understand the customer's point of view, focusing on solving their requirements, needs and comments, which are an opportunity for us to improve.
- We treat information about our relationships with our suppliers and customers as confidential. Our IT procedures contain controls and security features to ensure a sufficient level of protection for our business partners' data.
- We do not tolerate corruption and expect all third parties we do business with to behave in the same way.

### Employee relations

- We provide equal opportunities to people regardless of race, colour, nationality, gender, religion or ethnicity. We do not tolerate discrimination or harassment. The basis is mutual respect, dignity and dignity.
  - We provide fair remuneration for work done.
  - We value the experience of long-term loyal employees and provide them with benefits. We encourage the activity and ideas of all our colleagues.
  - We do not employ any person under the age of 15, we do not use forced labour at our workplaces and we do not allow any form of illegal labour by other companies at our workplaces.
  - We strive for a safe working environment and its continuous improvement.
- ### Technology and infrastructure
- Actively support the introduction of new technologies that will benefit our customers and our company.
  - Optimize the logistical flow of materials and products in the organization.

### Shareholders

- We look after the interests of our shareholders, taking care of the company's reputation. We make all decisions with full awareness of all ethical implications.
- We take care of the company's assets with due care and observe our obligations in the management of other people's property.
- We honestly inform shareholders about our business policy and results. We faithfully record financial transactions and keep accounts in accordance with the applicable Czech legislation.
- We are a stable company on the Czech and European market. We do business honestly and represent the company ethically in any part of the world where we operate.

### Surrounding environment

- We are aware of our responsibility to the communities, towns and environments where we operate. We comply with environmental regulations.
- We focus on the development and continuous improvement of our product ratings in terms of environmental standards.
- We actively cooperate with state authorities, organisations and local government bodies that operate within the company's reach.

### Suppliers

- We build long-term and mutually beneficial partnerships with our suppliers.
- We conduct transparent tenders.

### The company's management is committed to:

- Adhere to the above principles
- Meet the requirements of laws and regulations
- To continuously improve the quality management system

Velké Albrechtice, 14.03.2023

Bc. Pavel Nápravník  
*Executive Director of the company*