

QUALITY, EMS, AND OCCUPATIONAL HEALTH AND SAFETY POLICY FOR THE PERIOD 2026–2031

Vision:

We bring a fresh, client-focused approach to the traditional industrial environment by offering high-quality and affordable products that meet our customers' expectations. Our goal is to build long-term partnerships and continuously improve our services so that customers can always rely on us as their first choice and a trusted partner. At the same time, we strive to be a stable and reliable employer that supports collaboration, personal responsibility, and long-term professional development.

Values:

- *Growth and Flexibility:* We continuously develop and adapt quickly to new challenges. Our strength lies in our dynamism and ability to respond effectively to change.
- *Commitment:* We believe in the value of work well done. Our people are dedicated to achieving excellent results and contributing to the success of the entire company.
- *Innovation and Progress:* We are open to new ideas and innovations. We constantly seek ways to improve our services, products, and processes to deliver the best to our customers.
- *Trusted Partner:* We aim to be our customers' first choice. We strive to be reliable at all times and to be perceived as a trustworthy partner.
- *Friendly Atmosphere:* We create an environment with a friendly atmosphere where everyone feels part of the team and can fully develop their potential.
- *Respectful Collaboration:* We believe in mutual cooperation and respect. We see value in every colleague and work together to achieve our goals.
- *Personal Responsibility:* We support teamwork in which everyone takes responsibility for their contribution and shares responsibility for the success of the entire team.

Commitment:

- We are committed to the **continuous improvement** of the integrated management system.
- We provide the necessary **resources, competencies, and support** to achieve objectives in the areas of quality, EMS, and OHS.
- We regularly set and evaluate **measurable objectives** in these areas.
- We are committed to **protecting the environment** and preventing pollution.
- We **identify and manage the environmental aspects** of our activities to minimize negative impacts.
- We strive for **efficient use of energy, raw materials, and waste** through prevention, recycling, and conservation measures.
- We are committed to the **continuous improvement of environmental performance** and the promotion of sustainable solutions.
- We are committed to **ensuring a safe and healthy working environment** for all employees and other interested parties.
- We systematically **identify hazards, assess risks**, and implement effective measures **to eliminate or minimize** them.
- We are committed to **preventing occupational injuries, occupational diseases, and incidents** through training, monitoring, and continuous improvement of the OHS system.
- Through regular communication with employees, we create conditions for a positive attitude toward quality, environmental protection, and occupational health and safety.
- We comply with applicable legal, contractual, and other requirements.

In Oldřichovice 31. 12. 2025

Arnold Macura
CEO