

# COMPANY POLICY

## *Binding statement of the management of Strojírna Vimperk spol. s r.o. on the Policy:*

Our company deals with batch machining on CNC machines and with the production of parts for electrical and electronic equipment. We carry out orders in accordance with customer specifications based on supplied drawings. The good name of Strojírna Vimperk spol. s r.o. has already become a tradition and is based on many years of work to build a company with an honest and partnership-based approach to its customers.

The company's policy is determined with regard to its context and strategic focus and is based on the emphasis to understand the needs and expectations of all stakeholders, which is a prerequisite for meeting them successfully.

### ■ In relation to corporate values and development

Our priority is to build stable ties that will support the sustainability of our system in responding to external changes in conditions so as to ensure the stability of our company and its continuous development, based on the application of modern technologies such as automation, robotics and digitization of production processes, application of modern machining and assembly procedures, support for these processes and modern methods of the quality assurance system. We emphasize increasing the level of knowledge of our employees and using the latest knowledge in human resource management, we increase demands on the responsibility of individuals for creating suitable conditions for the further direction of the company and for creating its corporate culture. Maintaining the established system of quality, environmental and occupational health and safety management is a continuous, uninterrupted process in the company.

### ■ In relation to customers

Vis-a-vis customers, we want to be associated with products and services that offer consistent quality, reliable delivery, willingness to meet their needs and requirements, and with interest in building long-term cooperation and mutual trust. By fulfilling these preconditions, we want to gain the loyalty of existing and the interest of new customers. We invest in new production and work equipment that improves our processes, product parameters and services. We are committed to complying with the relevant specifications, standards and legal regulations applicable to our products and services, to continuously improving quality management, to setting quality objectives and to creating conditions for their fulfilment.

### ■ In relation to suppliers

Suppliers have a major influence on our products and services, which is why we demand from them the ability to supply top-quality products exactly matching our needs and specifications. At the same time, we want to be a reliable partner for them and build business cooperation on the principle of partnership. When selecting suppliers, we take into account their approach to quality assurance, environmental protection and occupational health and safety.

### ■ In relation to employees

We recognize that satisfied employees are one of the most important factors for the company's performance and reputation. We want to provide employees with the security of permanent and promising employment, support the improvement of working conditions and the working environment, create an atmosphere of honest and decent behaviour among people, along with a clear system of fair remuneration, support teamwork, a sense of belonging and constructive dialogue as part of employee participation in the company's life. Our goal is to satisfy and fulfil their ideas about the work performed, its appraisal and their position in the company. We communicate with employees about the importance of the effective functioning of the quality management system, support their positive attitude towards environmental protection, occupational health and safety protection and the continuous fulfilment of the company's policy principles and goals.

### ■ In relation to owners

The bodies of the company perform their functions with the care of a proper manager, with the necessary loyalty and according to their best business judgement.

### ■ In relation to state administration and self-government

Adherence to the set of legal norms (laws, regulations, decrees) and decisions of state administration and territorial self-government units is fully respected.

### ■ In relation to the environment

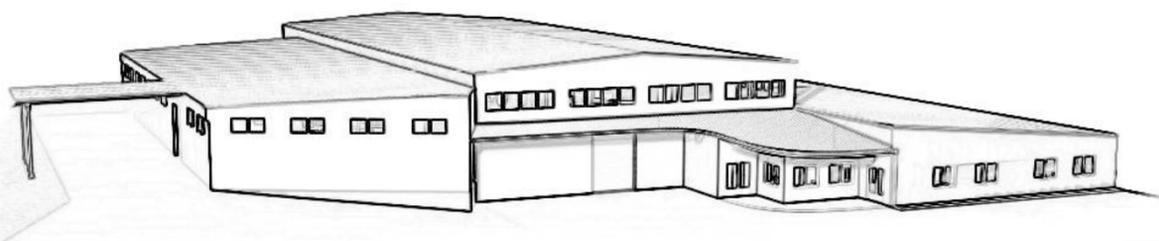
Responsible behaviour and awareness of the environmental impact of our activities and raising our employees' awareness in the field of the environment are integral parts of our business thinking. We are committed to complying with legal regulations and binding obligations in the field of the environment, to setting environmental goals, especially in relation to our major environmental aspects, to continuously improving the environmental management system to increase environmental performance, to reducing the environmental impact of our activities, including pollution prevention.

### ■ In relation to occupational health and safety

Care for occupational safety and health and creating safe and healthy working conditions are permanently binding aspects for us, and to fulfil them, we adopt a set of measures to prevent threats or damage to health during work activities. We are committed to the prevention of occupational accidents and damage to health by identifying risks, eliminating hazards and reducing OHS risks, based on the principle of negotiation and employee participation. We educate, train and motivate employees to perform their work activities safely. We are committed to meeting the requirements of legal regulations and other requirements in the field of OHS, to set OHS objectives in order to maintain and continuously improve the OHS management system.

### ■ In relation to the public

We build and maintain relationships of trust and mutual understanding with the public by publishing complete and truthful information about the company and its activities. We maintain good relations with our immediate surroundings and constantly support cultural, sporting and social projects.



1 October 2020