

Improving the quality, safety and environmental protection, thus the ability to meet the actual requirements of the customer, considers INELSEV Ltd. as a priority, as is reflected in the organization's cost reduction (especially through reducing the cost of internal and external defects and shortcomings). All employees must realize that it has a particular impact on the level of satisfaction of existing customers, who can by positive references attract entirely new customers, respectively, get existing customers from competitors. Effect for the whole company and the community is a clear increased share in the markets of automation and electro and at significant cost reductions also potentially reduced price of services, which would again be positively reflected with increased interest in our services. Reducing the costs of the organization and an increased share of those markets are obviously important preconditions for improving the economic performance indicators of the company. The goal of the whole company must be continual improving the effectivity of integrated management system of quality, safety and environment. All employees must realize that the QMS, EMS and OHS is a necessity, which is ultimately beneficial for them as well. In this context, there is determined following policy expressed in the main objectives:

## **COMPANY POLICY**

### **Management commitment**

Company management at managing all the activities is committed to creating safe work conditions comply with applicable legislation and leading the employees to safe work and environment protection. It is also committed to ensuring safe and ecological operation of maintained and own devices.

To achieve this goal it will do gradually reduce the riskiness of labor, environmental impacts and continuously seek possible risk activity, strive for continuous improvement in the field of protecting employees' health and ecology, apply procedures and implement new machinery and processes with the highest possible protection of employee health, prevent property damage, including environmental, lead employee to responsibility for their own health, colleagues and others.

### **Compliance with laws and regulations and other requirements.**

Meet the requirements of all applicable laws and other regulations, which are drawn to the organization and to which the company subscribes. By fulfilling these requirements achieve the overall improvement of the systems level in accordance with this policy. Regularly review the appropriateness and adequacy of the policy.

### **Corruption and Ethics**

Integrity, honesty, ethics and transparency in all our activities are fundamental corporate values of the company. We follow the policy of total rejection of any form of bribery and corruption. In all our business and personal contact, wherever we operate, we are committed to act with professionalism, fairness and honesty. Employees carry out their work in accordance with the Constitution of the Czech Republic, laws, other regulations and internal standards of the organization. Legality in decision-making and equal access to all individuals and legal entities are fundamental ethical principles, which is required every employee to follow and create the basis for building and maintaining reliance.

### **Satisfied customer**

To provide customers with comprehensive services such quality and deadlines in order to fully meet their requirements and needs. We consider as the main criterion for the provision of its services the quality of work in adherence to work safety and environmental protection. We are consolidating the established integrated system as an indispensable part of any organized activity in the company. We provide customers with high guarantee in relation to the reliability and safety of operation the production devices. We apply both strategic and operational cooperation with major companies. With permanent monitoring and evaluation of customer needs in each process we achieve continuous improvement of services. We create competitive advantages and higher values for customers compared with the competitors and for this purpose we develop strategic alliances and partnerships.

## **Safety**

Safety and health of employees is an integral part of all activities of the company and one of the priority tasks. Company management and all employees are aware of the principle that no work activity must be carried out at the expense of health and must be excluded any unsafe work practices. The common target is to prevent accidents and occupational diseases among employees, as well as the negative impacts of our activities on the customer's employees, subcontractors and others. Senior officers will enforce company policy and will create conditions to prevent accidents, injuries and risk situations. They will ensure the functionality of system of search and reducing risks and protect employees against their effects. Within its scope and responsibility they will create conditions and implement measures to improve the health protection and the working environment. Each employee takes responsibility for his health, health of his co-workers and others. He will improve his professional level and thereby reduce the possibility of risk situations. He will observe all principles of safe work and will not work dangerously towards himself or other people and property.

### **Minimizing the negative impact on the environment**

Reduce the amount of pollutants emitted into the air, discharged into waste water and the amount of waste generated by their activities. Continuously reduce the consumption of energy and raw materials in the processes and activities of the company. Evaluate the possible environmental impacts arising from potential risks in implementing new technologies.

### **Emergency preparedness**

Strive for prevention of emergency situations and, if they occur, follow the plans in order to minimize impacts on the environment. Conduct regular training and testing of employees from these regulations.

### **Employee education**

Educate, train and motivate employees to conduct their activities in a high quality standard while maintaining all the principles of safe work and environmental protection in a responsible manner and encourage them to conserve natural resources. To improve the quality of human resources, enroll young, prospective employees with appropriate education.

### **Contractors**

Acquaint personnel responsible contractors with the principles and procedures used by the company and require their implementation.

### **Open access**

Strengthen openness and dialogue with employees, the public and other parties, respond to their suggestions. Regularly transmit information on the impact of company activities on the environment and work safety.

The systems are constantly improved, we improve integrated quality management system according to standard DIN EN ISO 9001 together with the system of environmental management according to DIN EN ISO 14001 and safety system OHSAS 18001. The implementation of this policy shall be the necessity of everyday work of all employees of our company. All employees are responsible for adhering to these principles.

In Litvinov, 7. 1. 2015

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