



# **OSTROJ a.s. Policy**

## **for quality, environment including energy management and occupational health and safety**

We want to be a strong brand and a strong supplier in the field of engineering products and services, with a high share of added value, with an emphasis on high quality, product safety, environmental care, energy management and occupational health and safety. At the same time, we strive to be perceived as a socially responsible company and focus our corporate policy on sustainable development.

The management of OSTROJ a.s. (hereinafter referred to as the Company) commits itself to:

- **Meet the relevant requirements with a focus on:**
  - Promoting an individual approach to the customer and maximising the customer's satisfaction through products and services;
  - Encouraging teamwork with emphasis on self-realization of each individual employee of the Company, equipped with competences and necessary authorizations;
  - Developing active cooperation with all stakeholders (legal or natural persons) by involving employees and consulting with them (or their representatives);
- In line with the Company's strategy to provide a framework for the regular setting of our objectives and targets, review them regularly and ensure the availability of information and resources needed to achieve these objectives and targets.
- Comply with the binding obligations to which the Company is subject, which are linked to the quality of our products and services, the safety of manufactured products, the environmental aspect of the Company, energy efficiency, energy use and consumption, occupational health and safety, fire safety, fairness and sustainability, and the application of the Company's Code of Conduct;
- Take responsibility for quality, environmental protection including prevention of negative environmental impacts, energy management, occupational health and safety, fire safety, ensuring safe and healthy working conditions based on active risk searching, and continuous improvement of the integrated management system to increase energy efficiency;
- Address our impact on the environment and society, and formulate our sustainable business strategies and objectives based on this. Incorporate environmental, social and corporate governance (ESG) into our decision-making processes, financing strategy, and the way we run the Company;
- Strive for zero defects in the production process by implementing prevention tools;
- Raise employee awareness of product and service quality, product safety, environmental aspects related to the Company's operations, energy management, occupational health and safety, fire protection, fairness and sustainability;
- Promote the provision of energy-saving products and services, and looking for suggestions for improving energy efficiency;
- Actively create conditions for the prevention of accidents and damage to health, including occupational diseases, control risks through hierarchical control, eliminate hazards and reduce risks, while continuously improving the level of the occupational health and safety management system;
- Apply a compliance approach, i.e. In particular assess the impact of relevant generally binding legal and other regulations and ethical standards in all areas of the Company's activity;
- Ensure the protection of the Company's assets and the protection of the Company's trade secrets, confidential information of the company, including the protection of third party information and the protection of personal data, by each individual employee of the Company, including their security by both technical and legal means.

In Opava on February 1, 2024

Ing. Aleš Martínek  
Chief Executive Officer