

INTEGRATED MANAGEMENT SYSTEM POLICY

The aim of the joint stock company VÍTKOVICE ENERGETICKÉ STROJÍRENSTVÍ is to be a sought, production, economically and commercially prosperous supplier:

- design, production, installation and servicing of equipment for power industry, nuclear power engineering, environment, petrochemistry and metallurgy, pipelines, turbine components, pressure vessels.

The implementation of the ČSN EN ISO 9001, ČSN EN ISO 14001 and ČSN ISO 45001 standards throughout the company forms the basis for its full operation.

The company declares the following approaches for its plans and strategy:

1. Sustained customer satisfaction
Identify and meet the needs and expectations of company customers.
2. Determining the requirements for products and services
To fulfil the technical requirements and legal regulations, and other requirements applicable to the products supplied.
3. Involvement of employees
Encourage and motivate commitment, competence and teamwork of employees to meet job tasks.
4. Process approach
Manage product realization by processes / activities and evaluate their efficiency and effectiveness for their continuous improvement.
5. Collaboration with suppliers
Develop mutually beneficial relationships with suppliers and optimize their inclusion in the product / process realization activities.
6. Continuous improvement
Improve processes / activities affecting the quality of products and level of EMS and OHS in accordance with the latest technical and scientific knowledge, customer requirements and expectations of the public.
7. Responsibility towards general public
Build a good relationship with general public based on open communication and communicate on an ongoing bases with local authorities, civic initiatives or customers in relation to occupational health and safety and environmental issues.
8. Risk prevention and emergency preparedness
Apply risk management in all processes / activities related to the product supplied.
Identify risks relating to the company activities and to identify appropriate measures for the prevention of accidents and health damage. Where there are actions or points of possible emergency situation, develop emergency plans and ensure regular checking.
9. Focus on environment, occupational safety and health and fire prevention
Establish and review environmental aspects and objectives. Apply safe work practices, machinery and technical equipment with a high level of protection of employees, property of the company and other stakeholders.

The company's management is committed to:

- create the necessary organizational, financial and human resources for the application declared approaches at all levels of management,
- be an example in the implementation of these approaches,
- mandatory compliance with the legislative requirements in the field of environment, safety and health and fire prevention,
- undertakes to minimize the risks of impact of its production activities on its employees, external parties and the environment at all its workplaces and in all its activities

The following is expected from the employees:

- ★ involvement in the search and submission of ideas that will lead to continuous improvement of quality of products, processes / activities of the company, including their impact on the environment and safety;
- ★ knowledge of documentation of integrated management system and strict adherence to the rules laid down by this documentation;
- ★ responsibility for the quality of their work, avoiding errors;
- ★ teamwork to achieve company objectives.

This policy is binding for all employees in our company.

Ostrava January 27, 2026

Milan Mercl
CEO

