

## INTEGRATED MANAGEMENT SYSTEM POLICY

The company VISCUMA PLASTIC plc has decided to apply an integrated quality management system in such a way as to ensure the continuous improvement of activities and individual processes so as to maximize the benefits for all parties interested - customers, shareholders, suppliers, employees and the company itself with regard to environmental protection.

In order to achieve these objectives, the company's management sets out the following integrated management system policy, on which the company's strategic management and quality objectives for each year are based.

1. Our company is fixed on customer requirements and their satisfaction with the quality of our delivered products and services. Therefore, our goal is to ensure deliveries within the agreed deadline, in the correct quantity and required quality. The aim of our company is to keep the PPM for the parts returned under warranty as low as possible. VISCUMA PLASTIC plc has to meet the needs and wishes of customers and strive to exceed their expectations. To increase the demands on suppliers with the aim of quality deliveries of materials to meet customer requirements.
2. To employ fully qualified staff with the necessary work experience and to ensure their continuous education, professional growth, training and coaching. Every employee needs to be convinced that quality is paramount for our company. The company values creative and professional employees.
3. To ensure production on modern production equipment. To apply appropriate technologies in production in accordance with new knowledge of technical development of the field. This will ensure the creation of a precondition for future developments, expansion of the product range and ensuring increased customer requirements for the quality of supplies, but also a positive impact on the company and the region in which the company is based.
4. To continuously ensure the development and evaluation of the integrated management system, quality of supplies, customer satisfaction analysis, approval and evaluation of suppliers, which are also used for analysis and adoption of measures for continuous improvement of the effectiveness of the quality management system, at least according to the requirements of IATF 16949. To focus on preventing defects and errors, and reducing financial and time losses.
5. Care for the environment is an integral part of our management. The company accepts the commitment to comply with the requirements of ČSN EN ISO 14001, to treat natural resources with care, especially when using materials and energy, and to increase the awareness of each employee to care for the environment and prevent pollution. The aim is to eliminate the negative effects on the environment resulting from the company's activities, including activities necessary to dispose of the organization's products at the end of their useful life. To continuously improve the environmental management system, increase environmental performance, fulfill binding obligations in the field of environmental management.
6. To ensure a safe and healthy work environment, eliminate hazards, minimize risks is an integral part of our management. The company is committed to discuss with employees and their representatives all relevant issues and topics in occupational health and safety, and also to enable the involvement and participation of employees. In all activities, the company will meet the legislative requirements for safety and health of workers and will introduce standards according to ČSN ISO 45001. To ensure that impacts are minimized on the environment and health at work by emergency preparedness and following instructions in the event of an accident.
7. VISCUMA PLASTIC plc is committed to applying the principles of social responsibility, adhering to the Code of Ethics and Morals, and will require compliance with these principles also in the supply chain. The company will offer the inhabitants of the region interesting and stable job opportunities and thus contribute to the development of the region and to the reduction of unemployment in the region.
8. To ensure the security of information as one of the permanent priorities, we are therefore committed to meet all requirements related to the information security management system which are applicable to us. To develop, build and continuously improve the information security management system in the sense of ISO / IEC 27001 and VDA ISA (TISAX), that includes all areas of our business. To meet all relevant and applicable requirements related to our information security activities. To set information security goals, for the development of an information security management system, which will lead to continuous improvement.

**Ing. Michal Sedláček**  
Managing Director



**Ing. Lenka Vláčelová**  
Management Representative for IMS

