

Company Integrated Policy

KABELOVNA Děčín Podmokly, s.r.o.

Quality, Environmental, Occupational Health and Safety, and Responsible Business Policy

1. Mission and Policy Framework

KABELOVNA Děčín Podmokly, s.r.o. is a leading manufacturer of optical and metallic cables. Our mission is to consistently supply safe, high-quality, and reliable products that meet customer requirements, technical standards, and legal regulations, while conducting business responsibly toward our employees, the environment, and society as a whole.

This integrated policy establishes a unified framework for quality management, environmental protection, occupational health and safety, ethics, and responsible business practices. It is binding on company management and all employees and is communicated to other relevant stakeholders.

2. Quality and Customer Focus

We are committed to:

- systematically **meet customer requirements**, technical specifications, contractual agreements, and regulatory requirements related to our products and services,
 - manage the company's processes using a **process-based approach and risk management**, with the aim of preventing nonconformities and increasing production stability,
 - to promote **innovation, technical development, and increased product reliability** throughout their entire lifecycle,
 - ensure **timely and reliable deliveries** and transparent communication with customers,
 - regularly monitor customer satisfaction and use feedback for further improvement.
-

3. Environmental Protection

In the area of environmental protection, we commit to:

- comply with all **legal and other binding environmental requirements** and actively monitor their development,
- **prevent pollution** and minimize the negative impacts of our activities on air, water, soil, and biodiversity,
- to manage **energy, raw materials, and water** responsibly and promote the use of materials and technologies with a lower environmental footprint,



KABELOVNA Děčín Podmokly, s.r.o.
Ústecká 840/33 | 405 33 Děčín
Česká republika

IČ: 26759993
DIČ: CZ26759993

Telefon +420 412 706 100
Email info@kabelovna.cz
www.kabelovna.cz

- reduce waste, promote **sorting, recycling, and reuse of materials**,
- regularly identify and evaluate **environmental aspects, risks, and opportunities**, and set goals to improve environmental performance.

4. Occupational Health and Safety (OHS)

Our goal is to create a safe and healthy work environment. We commit to:

- create working conditions that **minimize the risk of workplace accidents, occupational diseases, and emergencies**,
- systematically **identify, assess, and manage risks** associated with production and support processes,
- ensure the safe condition of technical equipment, machinery, and work tools,
- develop a **safety culture** based on management accountability and active employee involvement,
- provide employees with appropriate **training, information, and personal protective equipment**.

5. Human Rights, Working Conditions, and Ethics

The Company:

- respects **human rights, dignity, and equal treatment** of all employees,
- does not tolerate any form of **discrimination, harassment, forced labor, or child labor**,
- promotes fair, safe, and transparent **working conditions** in accordance with labor laws,
- acts ethically, honestly, and responsibly in all business and internal relationships.

6. Compliance and Responsible Relationships

We commit to:

- act in accordance with **applicable laws, standards, and other binding requirements**,
- support **transparent management and the prevention of corruption**,



- create an environment that allows for **the reporting of unethical or illegal conduct** without fear of retaliation,
- expect similar principles of responsible conduct from **suppliers, contractual partners, and subcontractors**.

7. People, Competence, and Continuous Improvement

We recognize that people are the key to the company's long-term success. Therefore:

- we develop **our employees' professional knowledge, skills, and sense of responsibility**,
- we promote open communication, collaboration, and employee involvement in improvement activities,
- we set **measurable goals**, monitor their achievement, and regularly evaluate process performance,
- We systematically apply the principle of **continuous improvement of** the integrated management system.

8. Management Commitment

The management of **KABELOVNA Děčín Podmokly, s.r.o.** commits to:

- create the necessary organizational, personnel, and financial conditions for the implementation of this policy,
- regularly **review the suitability, adequacy, and effectiveness of** the integrated management system,
- to continuously update this policy in light of the company's development and the expectations of customers, employees, and other interested parties.

This policy is publicly available and serves as the foundational document for the company's management and its long-term sustainable development.

