

## OUR POLICY OF INTEGRATED MANAGEMENT SYSTEM (IMS)

*Established management systems: ISO 9001, ISO 14001, ISO 45001, ISO 50001*

### 1. QUALITY, ENVIRONMENT, SAFETY, ENERGY MANAGEMENT

We ensure high standards of quality, environment, safety and energy economy in the field of production, purchase, sale, distribution and use of chemical substances and mixtures.

We apply the principles of sustainable development and social standards in the field of company management.

### 2. LEGISLATIVE and OTHER REQUIREMENTS

We implement and comply with legislative and other requirements of all our stakeholders.

### 3. QUALITY OF PRODUCTS

Our goal is not only to produce high-quality products and to increase the satisfaction of our customers, but also focus on the increasingly higher utility value of the produced portfolio with a low carbon footprint, in accordance with ecologically and energy-friendly and safer production procedures.

### 4. ANALYSIS OF RISKS and OPPORTUNITIES

We apply thinking based on the analysis of risks and opportunities, we set measures, goals and programs, which through monitoring and regular evaluation lead to our continuous improvement.

### 5. REDUCTION OF NEGATIVE IMPACTS

We increase security in order to prevent any threat to the health of employees or residents surroundings. We consistently prevent environmental damage related to our operations chemical production.

### 6. INNOVATION OF PRODUCTION PORTFOLIO

We are gradually replacing morally outdated productions and innovating the area of product realization with new ones products by introducing the best available technologies. We emphasize protection environment, climate, higher workplace safety, energy management, we prefer energy-efficient products and services when purchasing.

### 7. MOTIVATION OF EMPLOYEES

We motivate employees to achieve IMS goals, we increase them through systematic training and development their awareness in the field of quality, environment, climate protection, safety, efficient use of energy, sustainable development.

### 8. INTERESTED PARTIES AND SUPPLY CHAIN

We actively work with our suppliers and business partners to promote the principles of sustainability. We work with suppliers who respect environmental, social and ethical principles.

We prefer suppliers who demonstrate a responsible approach to sustainability. We expect them to be responsible waste management, comply with legislation, OHS standards, use resources wisely and behave in an environmentally conscious manner.

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Ing. Jakub Racek  
General director

