

COMPANY POLICY

HEXPOL Compounding Lesina s.r.o.

Management have decided on behalf of the company itself and concerning all their activities, to implement, manage and improve several systems including Quality Management, Environmental Management System as well as S@W, Energy Management System and Information Security Management System, and following this decision they

bind themselves to

- Providing necessary resources and information for achieving goals in the fields of certified management systems.
- Ensuring conformity with relevant legislative requirements and norms of management systems:
 - Within the frame of QMS (IATF 16949) implementation and updating all customer requirements, incorporating implementation of corresponding requirements in all company activities.
 - Within the framework of EMS (ISO 14001) to contribute to environmental protection including pollution prevention with implementation of related requirements in all activities of the organization; within the framework of PEFC, FSC and ISCC+ to apply elements of this system both internally and externally within the consumer chain in the production of rubber compounds from renewable resources.
 - Within the frame of S&W (ISO 45001) consistently raising work safety standards including detecting and reducing of risks, incorporating implementation of corresponding requirements in all company activities.
 - Within the frame of energy management (ISO 50001) ensuring purchasing of energy-saving products and services leading to consistent reduction of energy intensity, incorporating implementation of corresponding requirements in all company activities.
 - Within the framework of ISMS (ISO/IEC 27001) to ensure information security on an ongoing basis, including the identification and mitigation of risks with the implementation of related requirements in all activities of the organization, thereby ensuring the availability, integrity and confidentiality of information and the secure exchange of data and information between us and stakeholders.
- Continuous improvement of individual requirements of integrated management systems, while goals of individual management systems are:

QUALITY	ENVIRONMENT	SAFETY	ENERGY	INFORMATION SECURITY
QMS IATF 16949	EMS ISO 14001/ PEFC/ FSC/ ISCC+	SMS ISO 45001	EnMS ISO 50001	ISMS ISO/ IEC 27001
claims	% wastes	LWC		number of security incidents
OTD	wather consumption	LWD		electricity consumption
% downtime	gas consumption			

- To discuss information with workers and their representatives to ensure their participation at all levels of the management system as a necessary condition for the effective functioning of all processes in the organization.
- The Integrated Management Systems Policy is held as documented information; it is communicated internally within the organization and accessible to all interested parties via the Internet.

Vydal:	Schválil:	Datum:	Revize:	Číslo:	Typ:	Status:	Počet stran
QM	MD	07.07.2023	7	AA 01-401	veřejný	Platný	1

in spite of these arrangements, HEXPOL Compounding Lesina, s.r.o. Company's priority to meet its obligations to all its customers will not be affected

Management exercise following rules and principles:

1. Customer 's satisfaction is our highest aspiration

A customer pays for quality products and ensures our jobs. Groundwork for success is to understand and meet their requirements. Customer's satisfaction is our main objective.

2. We are strong only as a team

It is possible to keep up with the increasing market demands only if we act as a team. If we perform our tasks conscientiously, learn from each other, inform, and support one another, and cooperate, only then will we become undefeatable. We aim to remain persistent in training our employees, sharing experience with them, and increasing their awareness of quality of our services as well as environmental protection.

3. Work flawlessly

Everyone can make a mistake while working. Yet it is only when the cause of a mistake is found and eliminated, can both the quality of our work and our environment improve. We want to avoid making the same mistakes again. We strive to have functioning and steadily improving established processes, and set our yearly goals and targets based on results from the preceding year.

4. Work ecologically and safely

Any activity we do, we strictly enforce environmental protection. It is self-evident to obey valid legal regulations and other requirements that relate to the type of business activities and environmental protection. To prevent injuries and accidents, we are finding possible risks and we pay attention to eliminating or at least effectively reducing such risks. We objectively assess the environmental profile and improve environmental conditions mainly by preventive actions.

5. We are transparent and do not hide information

We inform our co-workers, customers, suppliers, and competent offices about our intentions and aims. We are always ready to cooperate on improving the environment. We take great care of training our employees in terms of safety and health protection in a workplace and environmental protection. We lead an open dialog with our employees, customers and the public about treating the environment well, energy intensity inclusive. On the other hand, despite our commitment to transparency, we strive to ensure information security through the best possible technology so that the exchange of information between us and our partners is secure, to protect personal data and employee privacy.

6. Be better and better

Every success may end. We wish to maintain our success by continuous improvement of our procedures and processes, both on small and large scales. Each of us is obliged to support this continuous process. We aim to sustain and improve the integrated management system in accordance with IATF 16949, ISO 14001, ISO 50001, ISO 45001 and ISO/IEC 27001.

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QM	MD	07.07.2023	7	AA 01-401	veřejný	Platný	2