

Integrated Management System Policy of BONATRANS GROUP a.s.

BONATRANS GROUP a.s. ("Company") develops, manufactures and services rolling stock wheelsets and their components, including client-specified accessories. The Company's Integrated Management System ("ISR") encompasses a quality control system, environmental protection system and occupational health and safety ("OH&S").

The ISR Policy is based on the Company's Strategy, and its goals are:

1. **To satisfy the needs of all current and future parties involved**, i.e. clients, shareholders, employees and other workers, region, legislation and other external and internal entities as defined in the Organisation's Context:
 - By high-standard of cooperation based on correct / long-term / open / and mutually beneficial relations, focusing on their expectations and prevention of failure.
 - By systematically identifying and analysing risks, opportunities and the degree of satisfaction of stakeholders, and by adopting necessary measures when undesirable situations occur, or in the event that the results achieved are unsatisfactory.
 - By high quality, safety and added values of our products and services, and by favourable ratio between the added value of the products and services to their prices.
 - By high flexibility when preparing contracts, by their high preparation standard and by delivering the contract in the required quality and within the agreed lead time.
 - By innovation dynamics based on modernising our technical equipment and technologies / by continual growth of the know-how of our employees / by suitable investment policy / and by applying the most effective method of management and improvement, with the emphasis on reducing the importance of environmental aspects and raising the standard of OH&S.
 - by discussing the obligations and participation of workers/representatives within the relevant parts of ISR.
2. **To sustain and increase the Company's performance**, with the emphasis on prevention, effectiveness and continual improvement of the ISR and its processes.
3. **To raise the qualification** of our employees and provide effective training and ongoing education to them.
4. **To focus on ecological prevention, reducing environmental aspects**, (waste/ air/ water/ soil/ energy resources/ purchased raw materials and materials), minimise the impacts of our activities on the environment including pollution, and to prevent emergency situations.
5. **To prevent injuries, occupational diseases and harm to health**, and continually improve all aspects of OH&S, reduce risks in health and safety.
6. **to coordinate its processes of "mediation and procurement"** with its contracted suppliers, in order to identify hazards and assess and manage risks in the field of health and safety; ensure measures, within the purchased services and products, in accordance with the requirements of legal regulations and other requirements.
7. implementation of principles and continuous improvement in the field of **sustainability**.

THE MANAGEMENT UNDERTAKES:

- To define and implement a Strategy which will enable us to accomplish the set Company's goals.
- To create necessary conditions and allocate resources essential for the Company's continual growth (human, financial, material and information).
- To improve working conditions in the area of career and professional growth, have a fair remuneration system, improve technical backup facilities, raise the requirements on safe operation and make the Company processes more efficient and streamlined.
- To monitor legislation and other requirements concerning the ISR, create conditions for compliance with legislation, and enforce the compliance.
- To satisfy client needs throughout the project life cycle.
- To define, make public, accomplish and review the Integrated Management System goals.

WHAT WE EXPECT FROM OUR EMPLOYEES:

- That they identify themselves with the Company's goals and engage in the endeavour to accomplish them.
- That they comply with all legislative and corporate regulations.
- That they continually increase their qualification and skills.
- That they accept high personal responsibility for the work done and for its continual improvement.
- That they adopt an active attitude towards solving problems at their own as well as neighbouring workplaces.
- That they accept responsibility for their own work safety and its impacts on the surroundings and other employees.

Applying these principles will result in satisfying the needs of clients and other stakeholders, which in turn will enable the Company and the living standard of all their employees to continually grow.