

INTEGRATED MANAGEMENT SYSTEM (IMS) POLICY for DITHERM a.s. and TERMOSTAV Bratislava, s.r.o.

On behalf of the Board of Directors of DITHERM a.s. and the managing directors of TERMOSTAV Bratislava s.r.o., this IMS Policy is issued.

The Policy sets forth annual IMS Objectives, for which the Management of the company is responsible. The IMS Policy is binding for all employees of the company, and the Board of Directors reviews it at least once a year.

The enduring long-term Policy of the company (business intent) is as follows:

- **to maintain, develop, and expand its presence in the Czech-Slovak and European as well as non-European markets in the field of refractory linings for thermal units**
- **to maintain, develop, and expand other services and products related to the implementation of refractory linings for thermal units** (e.g., design and development of technological processes and materials, comprehensive service, expert consultancy for operating units, development of new materials, specialized training for thermal unit operators, etc.)
- **to generate planned profits to satisfy investors, planned business objectives, and to ensure continuous development of expertise in all areas of customer service and throughout the company** (Finance and Economics, Legislation and IMS, Human and Knowledge Resources Development, Sales and Acquisitions, Production and Technology, Design and Development)
- **to fulfill the goals of long-term business strategic projects**
- **to adhere to legal and other IMS requirements and standards and educate employees on them**
- **to follow prescribed procedures and insist on their observance**
- **to regularly evaluate and adapt (change) processes to enhance the quality of services offered**
- **actively and continuously work towards reducing negative impacts on employee health, workplace safety, increased risks, and environmental aspects resulting from the company's activities**
- **when implementing systemic changes, work on a project basis, and company employees adhere to the principles and tools of project management**
- **to uphold and develop Corporate Culture - Every employee knows who their internal and external customers are, employees collaborate, support each other in achieving company objectives, and fulfill objectives with the utmost diligence**



By aligning and managing the aforementioned long-term company policy objectives, we ensure legal, financial, personnel, technical-professional, and qualitative stability and reliability in the services and products offered to customers. We maintain, develop, and expand the expertise of employees to provide customers with quality and comprehensive services and products. Lastly, we ensure the company's competitiveness in the markets.

In the field of quality, the Board of Directors instructs the Management to:

- Ensure legal, financial, personnel conditions, and professional know-how that promote continuous development, growth, and improvement in the quality of the company's services and products.
- Provide working conditions for employees that enable timely, complete, and high-quality delivery and performance of the company's services and products to customers.
- Establish processes within the company that lead to the efficient utilization of market opportunities, time, and the professional potential of employees.
- Ensure and maintain high-quality services and products from the company's suppliers.
- Implement a systematic quality control system for the company's services and products.
- Optimize pricing for the provided services and products in accordance with their quality.

In the field of health and safety, the Board of Directors instructs the Management to:

- Consistently adhere to legal and other requirements for the protection of employees' health, the health of business partners, workplace safety, and the safety of the surrounding environment, and ensure compliance.
- Ensure compliance with internal regulations, primarily derived from ČSN EN ISO 45001, in all activities of employees and other collaborators.
- Regularly and thoroughly train employees and collaborators on workplace health and safety and other mandatory areas resulting from the company's activities (Occupational Safety, Risk Prevention, Hazardous Substance Management, etc.).
- Demonstrably reduce the rate of injuries to employees and collaborators and minimize negative impacts on their health.
- Actively implement preventive measures for workplace health and safety and regularly assess their impact and effectiveness.
- Strengthen employees' responsibility for their own health and the health of others, as well as for workplace safety and the safety of the surrounding environment



In the field of environmental protection, the Board of Directors instructs the Management to

- Consistently adhere to legal and other requirements for environmental protection and ensure compliance.
- Ensure compliance with internal regulations, primarily derived from EMS 14001, in all activities of employees and other collaborators and ensure compliance.
- Regularly and thoroughly train employees and collaborators on environmental protection.
- Demonstrably reduce the negative impacts on the environment caused by the company's activities (e.g., waste sorting, disposal of hazardous waste, etc.).
- Actively implement preventive measures for environmental protection and regularly assess their impact and effectiveness.
- Strengthen employees' responsibility for environmental protection both within the company and in the surrounding community.

Prepared on behalf of the Board of Directors

Ing. Pavel Humeš

IMS representative



Approved on 1.7.2023
Ing. Marek Šváb, MBA
Chairman of the Board

