

Company policy of Strojbal s.r.o.
02nd of January 2023

Quality policy

We are a stable company. We value our customers and have been preparing quotes for them in the same spirit for more than 20 years. We provide a complete packaging service. Our satisfied customers are our best reference.

- ✓ Our company stands on solid foundations, which is a guarantee of reliability for our customers.
- ✓ We invest in the professional growth of employees as well as technical infrastructure, thereby contributing to the overall quality and efficiency.
- ✓ We are committed to always complying with all relevant legal requirements in our business.
- ✓ We continually evaluate our efficiency and customer satisfaction and continuously improve based on these results



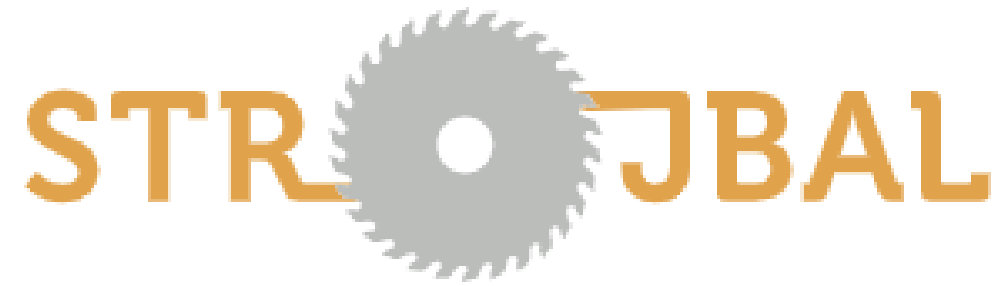
Environmental and energy policy

In addition to quality commitments, we also promote the principles of sustainability in the field of environment and energy management in our business

- ✓ We strictly comply with all legal and other related requirements in the field of environment and energy management.
- ✓ We are committed to implementing solutions and processes that have the lowest possible impact on the environment.
- ✓ We invest in technologies that reduce energy and water consumption.
- ✓ We educate employees and other stakeholders in relation to environmental protection and energy saving.
- ✓ We are committed to assessing and reducing our carbon footprint



Health and safety policy

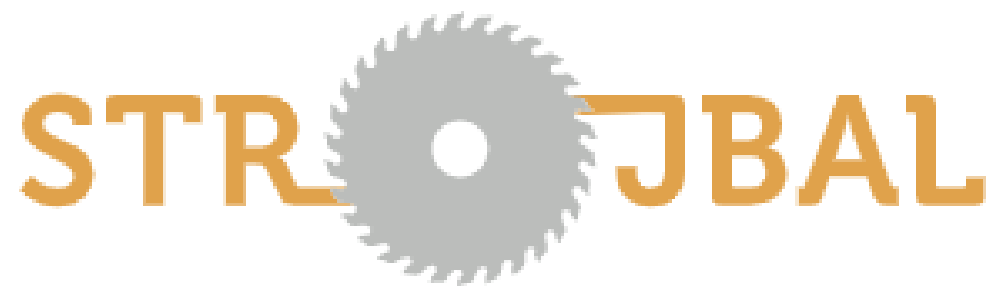


Our long-term goal is zero injuries, occupational diseases and other security incidents.

- ✓ We strictly comply with all legal and other related requirements in the field of safety, fire protection and occupational hygiene
- ✓ We communicate openly with employees and other stakeholders regarding health and safety
- ✓ We create a safe working environment and provide above-standard measures to ensure safety
- ✓ We educate employees to be aware of their own contribution to ensuring overall safety.



Anti bribery policy



An integral part of the Company Policy of Strojbal s.r.o. is commitments promoting honest and impeccable business.

- ✓ We declare zero tolerance for bribery and corrupt behaviour of our employees as well as external partners.
- ✓ We will promptly and thoroughly investigate all suspicions and address them in accordance with the law, as necessary.
- ✓ We raise the awareness of our employees and partners so that they can always respond correctly when faced with cases of corruption.
- ✓ We create the conditions for expressing concerns and suspicions while ensuring confidentiality and anonymity. At the same time, we exclude any prosecution of reporters.



Management statement of Strojbal s.r.o.

We declare that we will enforce and require compliance with this Corporate Policy.

Any breach by employees or other relevant stakeholders may, depending on the severity, be considered a breach of professional discipline or contractual relations

Violations of this Policy can be reported directly to the owners or TOP managers of Strojbal s.r.o.

Brehy, 2.1.2023

Ing. Pavel Škoda

PaedDr. Mária Škodová PhD.

JUDr. Pavel Škoda ml.