

# AS-CASTING s.r.o. COMPANY POLICY

The management of AS-CASTING s.r.o., in following its overall strategy and based on analysis of internal and external aspects and the legitimate interests of its stakeholders, announces this Company Policy, the main objective of which is to stabilise and further improve the acquired market position by focusing, in particular, on maximum customer satisfaction and creating conditions for the Company's good prosperity and sustainable development, environmental protection and OHS in all of the Company's business activities by:

- **Applying the Company's process integrated management system. Striving for the continued growing effectiveness and efficiency of the integrated management system. Regularly reviewing and evaluating this management system.**
- **Analysing the risks and opportunities in all areas of the Company's activities, taking into account the interests of all stakeholders and known internal and external aspects with the aim of minimising the likelihood of risk and the severity of its consequences.**
- **Ensuring the fulfilment of customer requirements and their satisfaction with the delivery of AS-CASTING products. Striving for continuous improvement of product quality and related services.**
- **Striving for continuous improvement of work efficiency at individual workplaces and improvement of the technical level of machines and devices in all plants.**
- **Continuously ensuring safe and healthy working conditions. Focusing on the prevention of occupational injuries and damage.**
- **Analysing OHS and fire protection risks and focusing on reducing and eliminating hazards.**
- **Motivating employees to take an active role in improving the OHS situation and environmental conditions at AS-CASTING.**
- **Continuously seeking possibilities for minimisation of negative environmental impacts within all activities. Identifying environmental risks, focusing on reducing the significance of their environmental aspect.**
- **Implementing the necessary measures to prevent emergencies and accidents.**
- **Ensuring compliance of all Company activities with applicable legal regulations and other stakeholder requirements.**
- **Improving the standard of the internal Company culture and working environment and contributing to increasing employee motivation and performance. Focusing on increasing employee satisfaction and stabilising the skilled workforce.**
- **Striving to increase the professional qualifications of employees, both with regard to improving the quality and productivity of production and environmental protection, health and fire safety and a responsible approach to the consumption of natural resources and handling of chemicals and waste.**
- **Promoting equal rights and opportunities for all employees, regardless of their gender, ethnicity, nationality, religion, sexual orientation, etc. There must be no differences in remuneration for the same or similar work. Providing all employees with equal opportunities for professional development, both within their current job and in the possibility of engaging in new areas.**
- **Forbidding all human rights violations. AS-CASTING does not tolerate child labour in any part of its own activities, nor in any activities of its business partners. It does not permit any illegal or forced labour.**
- **It does not tolerate any fraud, corruption, bribery or illegally restrictive competition practices.**
- **No one at AS-CASTING, either directly or indirectly, may solicit or accept any improper payments or other inappropriate gifts, nor may they, directly or indirectly, offer or provide any payment or other compensation that might be considered inappropriate by individuals, organisations, companies or persons closely associated with them. No one at AS-CASTING may provide any funds or other assets to someone who represents AS-CASTING in a particular matter, thereby encouraging the provision or acceptance of any bribes or influencing conduct.**
- **In the event that a Company employee witnesses any violation of these items of the Corporate Social Responsibility Policy, they shall immediately report such finding to their immediate supervisor or directly to the Company's CEO, as appropriate.**

The management of AS-CASTING s.r.o. undertakes to implement the Company Policy by:

- Ensuring all necessary resources.
- Determining and evaluating the objectives of the integrated management system.
- Ensuring that all employees are acquainted with this Policy and that it is understood to be the most important document in the Company. Ensuring all employees perform their activities in line with this Policy and its fulfilment.
- Regularly evaluating (at least once a year) its validity and updating it as required.

To implement the Policy, the management of AS-CASTING s.r.o. requires its employees to:

- Accept this Policy as the most important document of the Company.
- Conduct all of their activities in accordance with this Policy to ensure its fulfilment.