

QUALITY POLICY

WITZENMANN SLOVAKIA,
SPOL. S R.O., 04/2020

The Corporate Management of Witzemann Slovakia, spol. s r.o. is aware of the necessity to fulfil customer requirements with excellence at all times. The analysis of potential risks is one of the key factors affecting its corporate activities and a preventive measure to eliminate the negative impacts that these risks may pose. The Company aims to build and maintain the position of a reliable, credible and a long-term supplier and partner. This ambition is the main objective of the Company's Corporate Plan.

- **Quality** of our products is essential. By optimizing the internal processes in production, development and administration, we achieve quality levels which guarantee zero fault production. By setting quality objectives and regular assessment of their fulfilment, we create conditions for continuous improvement, prevention of faults and reduction of costs when dealing with imperfections.
- **Customers**, systematic communication with customers, getting to know their requirements, needs and expectations, and their comprehensive fulfilment are vital for our progress. Acquiring new customers and working together with our mother company in this respect is a premise a long-term development and maintain the competitiveness of our products.
- **Employees** at all corporate levels are the driving force towards prosperity

enabling us to keep moving forward. Their awareness of their own importance and personal responsibility for the quality of their performance, as well as their involvement and dedication are the basis for the continuous improvement of the whole Company. The Management of the Company annually conducts negotiations with its employees represented by their trade union organization in order to adopt the Collective Agreement which is a prerequisite for social reconciliation as an important condition for achieving our goals.

- **Suppliers** and sound supplier relationships are vital for maintaining the highest quality of all input materials and services. We promote fair relationships with our suppliers. We select suppliers based on their objective assessment. We are desirous to be a competent and a reliable partner for all of our suppliers.
- **Other stakeholders (public authorities, autonomous governing authorities, regional interest groups)** also form an integral part of our working environment. We commit to bear in mind and fulfil their requirements and expectations as significant aspects contributing to the development of the region in which we operate.
- **Compliance with all applicable requirements** set forth in the current legislation, regulations, and other statutory norms concerning our products and activities is one of the

essential principals of our corporate attitude. Socially responsible business practices and ethical behaviour are considered to be an integral part of our corporate culture. Based on our long-term goals and strategy, we are committed to complying with the law, respecting human rights, rejecting child labor, even with our suppliers. We reject bribery, corruption and any discrimination.

- **Sustainable growth** is a concept which has been fully adopted and implemented as a fundamental principal of our corporate environmental approach and the endeavour to conserve natural resources for our future generations. We try to minimize the negative impact of our production and products on the environment and we consider such efforts as an important part of our social responsibility.

To promote the achievement of our commitments we have established a System of Quality Management in accordance with the requirements of the standards ISO 9001:2015 and IATF 16949:2016. All the employees working with Witzemann Slovakia undertake to perform their jobs in accordance with the provisions specified above and described in the quality management documentation, and thus contribute to the continuous improvement of our quality management system.

Ing. Ivan Štekláč, m.p.
Quality Manager

Ing. Ružena Štubianová, m.p.
Managing Director

WITZENMANN
managing flexibility