

## INTEGRATED MANAGEMENT SYSTEM POLICY

BONATRANS GROUP a.s. focuses on developing, manufacturing and servicing of railway wheelsets and the parts thereof, including the accessories specified by the customer.

The IMS policy is based on the BONATRANS GROUP a.s. strategy. The policy of the company's integrated management system has been created with the aim of satisfying the current and future needs of all involved parties, which includes customers, shareholders, employees, the region and others. The policy is also a framework for maintaining and increasing the effectiveness of all areas of the integrated management system with an emphasis on prevention and continuous improvement of the relevant indicators of BONATRANS GROUP.

### **WE RETAIN OUR CURRENT CUSTOMERS AND ACQUIRE NEW ONES BY EXCEEDING THE ACCOMPLISHMENTS OF OTHER MANUFACTURERS OF RAIL WHEELSETS, WHEELS, DISCS, TIRES AND AXLES IN TERMS OF:**

1. The level of cooperation, based on correct, long-term, open and mutually beneficial relations with our customers and suppliers and based on thorough analysis and satisfaction of the needs of all of the parties involved.
2. The high level of quality, safety and added value of our products and services.
3. The beneficial relationship between the added value of our products and services and their price.
4. The high level of flexibility during preparation and realisation of orders as well as quick and reliable deliveries
5. Dynamics in innovations, based on the continuous development of our employees' knowledge, on favourable investment policies and on application of the most effective possible methods of managing and improving processes.

### **RULES FOR IMPROVING THE SYSTEM FOR PROTECTION OF ENVIRONMENT INSIDE THE COMPANY AND IN ITS SURROUNDING:**

1. Environmental prevention – training our employees regarding the importance of environmental protection, monitoring and minimizing potential environmental impacts and preventing hazardous conditions.
2. Continuous gradual modernisation of production and technology emphasizing the reduction of significance of the environmental impacts.

### **RULES FOR IMPROVING THE MANAGEMENT AND LEVEL AND PERFORMANCE OF OCCUPATIONAL HEALTH AND SAFETY (OSH) SYSTEM:**

1. Properly training the employees and carrying out regular inspections and preventive measures in order to prevent hazardous situations.
2. Systematic identifying the OSH risks and resolving and gradually eliminating them.
3. Preventing the injuries, work-related illnesses and damage to health.
4. Observing the requirements for improving the safety and health damage protection during repairs or modernization of the company infrastructure.

### **THE MANAGEMENT UNDERTAKES:**

- ⊙ To define and implement a strategy that enables achieving of defined goals
- ⊙ To create conditions that enable the permanent development of the company and its ability to analyse and satisfy the needs of all involved parties, mainly by ensuring
- ⊙ necessary personnel, financial, material, information and other resources
- ⊙ To improve working conditions constantly to promote career advancement and professional development, and to ensure a just pay system that guarantees an increased standard of living, improves essential technical conditions and guarantees workplace safety for continuous improvement of workplace efficiency

- ⊙ To monitor legislation and other requirements constantly, create conditions to enable their compliance and always require their fulfilment and to fulfil the requirements of relevant legal regulations and other requirements related to workplace hazards and occupational safety and environmental protection
- ⊙ To manage and improve the obligations specified above as part of the integrated management system, which includes the standards ISO 9001, ISO 14001, OHSAS 18001, AAR/M1003, IRIS and TSI, and/or other relevant standards
- ⊙ To satisfy the customer's needs for the duration of the project
- ⊙ To define, publish, fulfil and examine the goals of the integrated management system related to quality, environmental protection and occupational safety and health

#### **WE EXPECT THE FOLLOWING FROM EMPLOYEES:**

- ⊙ Identification with the company and its goals
- ⊙ Active involvement in the agenda and fulfilment of goals related to quality, environmental protection and occupational safety and health
- ⊙ Compliance with all laws and company regulations
- ⊙ Recognition of the high level of personal responsibility for performed work and its continuous improvement
- ⊙ Work performed well the first time
- ⊙ Continuous improvement of qualifications and skills
- ⊙ All employees are fully responsible for ensuring their safety at work and impact of their work on its surroundings
- ⊙ An active approach to solving problems related to quality, production, occupational safety and environmental protection in their own and in surrounding workplaces

**Following all of these specified procedures will ensure the satisfaction of customers and all other involved parties, which will enable the company to continue to grow and the living standards of employees to improve.**