

ENVIRONMENTAL CARE AND QUALITY POLICY OF TEDOM a.s.

TEDOM a. s. is a major global producer, supplier and operator of the cogeneration technology. Our products and services significantly contribute both to the power engineering system's decarbonization and the transition to its carbon-free form.

We manufacture the energy-efficient equipment that reduce energy costs for our customers while being environmentally friendly.

The primary goal of our company is to satisfy the needs of our customers, prevent pollution and continuously improve the condition of the environment. It is necessary and a matter of course for us to meet the requirements of the applicable legislation and other requirements imposed for the environmental protection.

To achieve the company's strategy and intended results and objectives in the field of quality and care for the environment, as well as taking into account the identified internal and external aspects, considered risks and opportunities of the company, we have implemented an integrated the QMS / EMS management system.

The management of TEDOM a.s. established the **Environmental care and quality policy** which is enforced through principles in the following areas:

Customers

- ❖ meet the requirements of customers
- ❖ services must be comprehensive - they must come up to the customer expectations and be provided in the required quality while meeting all the requirements imposed by legislation and further regulations
- ❖ respond on time to the needs and interests of TEDOM customers in terms of quality and benefits for the environment

External providers

- ❖ build the long-term and mutually beneficial partner relationships with the external providers of processes, products and services, and manage the outsourced processes in compliance with requirements
- ❖ engage TEDOM's business and contractual partners in TEDOM's pursuits to improve the environmental condition and quality

Employees

- ❖ support and boost motivation, awareness and development of the professional level of TEDOM's employees in order to reach the high level of labor quality
- ❖ protect health of the employees and enforce effective prevention to avoid work injuries

Technology, processes and infrastructure

- ❖ prevent or reduce the damage to the environment by applying the correct practices and procedures, new pieces of knowledge and convenient state-of-the-art technologies during the process of manufacture, implementation, operation, and service as well as in further activities.
- ❖ monitor, evaluate and improve the efficiency of processes in the company
- ❖ manage the risks and opportunities in all the processes, activities and in all the workplaces in the company

Surrounding environment, parties of interest

- ❖ utilize the resources (e.g., raw materials and energies) in economical manner, reduce the amount and hazardous nature of wastes
- ❖ collaborate actively with the state bodies, organizations and self-government authorities that operate in individual company localities
- ❖ cut down the risks of negative influencing of the environment

The company is committed to the strategy of continuous improvement, to meet the needs of our customers and meet the requirements imposed by the legislation. The company's management accepts the commitment and responsibility for the effectiveness of QMS and EMS, for taking care that the employees of TEDOM a.s. understand the company context and for their identification with the philosophy and essence of the ENVIRONMENTAL CARE AND QUALITY POLICY.

This "QMS/EMS POLICY" is binding in its entirety for all of the employees of TEDOM a.s. In Třebíč, as of May 01, 2021

Vladimír Hlavinka, in his own hand

Director-General and the first Deputy Chairman of the Board of Directors of TEDOM a.s.

