

## POLICY OF THE INTEGRATED MANAGEMENT SYSTEM of the TEDOM Group

TEDOM Group is a major global supplier of decentralized energy solutions and energies. It has its own production facilities in the Czech Republic and international offices, the most important of which are in Germany, Poland, the UK, the USA and Slovakia. The entire TEDOM Group has more than 900 employees.

TEDOM Group's integrated management system creates a single controlled environment for the activities of the companies within the Group and sets management rules binding on all its employees. It strengthens the confidence of internal and external parties of interest that all processes are managed in accordance with the TEDOM Group strategy.

TEDOM Group management has established the basic principles of the **integrated QMS / EMS / OH&S management system** binding in its entirety for all TEDOM Group employees:

### ❖ Safety priority

- complying with and enforcing all relevant obligations arising from the applicable laws, regulations, decrees and other requirements related to OHS&EP;
- perceiving the health and safety values aligned with other core business and commercial values;
- systematically seeking out and identifying the health and safety risks and taking action to prevent them in order to eliminate them;
- requiring the parties to the contract to respect the principles of OHS&EP and giving preference to those who apply the same principles;
- consistently requiring the work discipline, self-control and strict adherence to all the instructions related to OHS&EP issues;
- actively contributing, within the limits of their competence and responsibilities, to the continued implementation of the stated principles and to contribute to the achievement of the laid out OHS&EP objectives.

### ❖ Employees

- supporting and boosting motivation, awareness and development of the professional level of employees in order to reach the high level of labor quality;
- creating conditions for a safe and health-friendly working environment enabling a sustained improvement in the level of work culture and the overall quality of life of employees;
- encouraging all employees to take responsibility for their own safety and to protect the health of others in their daily behavior;
- using and improving the training system to increase the expertise and experience of employees in the field of OHS&EP.

### ❖ Customers

- meeting the requirements of customers;
- products and services must meet the customer expectations and be provided to the required quality while meeting all the legal requirements and other regulations;
- responding in a timely manner to the needs and concerns of our customers in terms of quality and environmental benefits.

### ❖ External providers

- building long-term and mutually beneficial partnerships with external providers of processes, products and services and manage the outsourced processes in accordance with the requirements;
- involving our business partners and parties to the contract in our efforts to improve quality and environment

### ❖ Surrounding environment, parties of interest

- using the resources (e.g. raw materials and energy) economically, reducing the quantity and hazardousness of waste;
- collaborating actively with the state bodies, organizations and self-government authorities that operate in individual sites of the Group

### ❖ Technology, processes and infrastructure

- preventing or reducing the environmental damage by using good practices and methodologies through the application of the new knowledge and appropriate modern technologies in production, implementation, operation, servicing, and other activities;
- using the safe working practices and technical equipment with a high level of protection for employees, company property and other stakeholders;
- monitoring, evaluating and improving the process efficiency;
- managing the risks and opportunities in all processes, activities and sites of the Group.

The TEDOM Group undertakes to a strategy of continuous improvement, meeting customer needs, complying with legislative requirements, and it accepts the commitment and responsibility for the effectiveness of the **integrated management system**.

In Třebíč, on 20 December 2023

**Ladislav Zeman, in his own handwriting**  
Director General of TEDOM a.s.