

# INTEGRATED POLICY

## HSF SYSTEM a.s.



**Customer satisfaction, environmental protection and the protection of workers' health** are a key objective of the company's activities. They create the conditions for the stability and prosperity of the company and, consequently, for job security and employee satisfaction. Therefore, we continually fulfil the requirements of international management system standards

### **CSN EN ISO 9001, CSN EN ISO 14001 and CSN EN ISO 45001**

and the principles that we must always comply with, regardless of our function and position within the organisation, and which we define as follows:

- a) we listen carefully to our customers,*
- b) we seek to understand our customers' requirements,*
- c) we carry out tasks with maximum effort to complete them accurately and on time,*
- d) we do everything right the first time,*
- e) we comply with the rules and procedures laid down by the established quality management system, EMS and OHS*
- f) we exchange information with one another effectively,*
- g) we do not continue working when it is clear that the activity will result in a poor-quality product, environmental damage, or a threat to employees' health, and we remedy defects without delay,*
- h) we treat our customers and one another with respect.*

Our aim is to deliver quality products and provide quality services arising from our activities to all our customers whenever we are in a business relationship with them.

In addition, we strive to ensure that all our current activities, strategic steps and plans always take into account positive contributions to the protection and creation of the environment and OHS, and continuously improve the environmental profile of our company. We pay particular attention to waste management, the protection of soil resources, air and water. Our objectives in these areas are to make all activities more environmentally friendly, to take an active approach to protecting human health and the environment, and to continuously improve the environmental conduct of our company.

We intend to achieve these objectives primarily by:

- a) adopting a preventive approach to all environmental and OHS issues*
- b) actively meeting the requirements of legislation applicable to the environment, health protection and occupational safety,*
- c) raising employee awareness of environmental protection and occupational safety,*
- d) informing employees about the impacts of their activities on the environment and on OHS*

# INTEGRATED POLICY

## HSF SYSTEM a.s.



- e) *consistently monitoring the management of raw materials, materials and energy and preventing their waste,*
- f) *striving to equip the company with top-level technology.*

To ensure the functionality of the QMS, EMS and OHS management system, the management of HSF System a.s. fully undertakes to:

- a) *provide the necessary financial, material, personnel and organisational resources,*
- b) *continually improve the quality management system, EMS and OHS,*
- c) *ensure safe and healthy working conditions related to the prevention of occupational injuries and ill health,*
- d) *comply with legal and other requirements,*
- e) *identify and eliminate hazards and reduce OHS risks,*
- f) *provide effective support for education, training and instruction so that all employees are able to meet the requirements of this policy,*
- g) *deliver its products exactly in accordance with the contract specification in terms of quality and deadlines, while making optimal use of the resources available to it,*
- h) *take prompt and effective corrective action in the event of any indication of customer dissatisfaction or the occurrence of risks of damage to the environment and workers' health,*
- i) *in relations with subcontractors, enforce at least the same level of requirements for product quality, environmental protection and the protection of workers' health as HSF System a.s. confirms in commercially binding relations with its customers,*
- j) *discuss the commitments of this policy with employees and promote the engagement and activity of all employees in participation and communication in the continuous improvement of the effectiveness of the quality management system, EMS and OHS.*

In Ostrava on: 01.03.2026

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Ing. Tomáš Kosa  
Company Director

Customer satisfaction, environmental protection and protection of workers' health are the main objectives of the company's activities. They create the conditions for the stability and prosperity of the company and, thereby, for job security and employee satisfaction. Therefore, we consistently meet the requirements of international management system standards

## **STN EN ISO 9001, STN EN ISO 14001 and STN EN ISO 45001**

and the standards that we must always comply with, regardless of our function and position in the organisation, and which we define as follows:

- a) we listen carefully to our customers,*
- b) we want to understand our customers' requirements,*
- c) we perform our tasks with maximum effort to ensure accurate and timely completion,*
- d) we do everything right the first time,*
- e) we comply with the rules and procedures established by the implemented QMS, SMZVS, EMS and OHS management system*
- f) we exchange information with one another effectively,*
- g) we do not continue work when it is clear that the result of the activity would be a poor-quality product, environmental damage or a threat to workers' health, and we promptly eliminate deficiencies,*
- h) we treat our customers and one another with respect.*

Our objective is to provide quality products and services arising from our activities to all our customers whenever we are in a business relationship with them.

In addition, we strive to ensure that all our current activities, strategic measures and plans always take into account positive contributions to environmental protection and development and to OHS, and that they continuously improve the environmental profile of our company. Special attention is paid to waste management and the protection of soil resources, air and water. Our objectives in these areas are the greening of all activities, an active approach to protecting human health and the environment, and the continuous improvement of our company's environmental behaviour.

We intend to achieve these objectives in particular by:

- a) applying a preventive approach to all environmental and OHS matters*
- b) actively complying with the requirements of legislation applicable to the environment, health protection and occupational safety,*
- c) raising workers' awareness of environmental protection and occupational safety,*

# INTEGRATED POLICY BUILDING COMPANY HSF SYSTEM SK s.r.o.



- d) *informing workers about the impacts of their activities on the environment and their effects on OHS*
- e) *strictly controlling the management of raw materials, materials and energy and preventing waste,*
- f) *striving to equip the company with technology of the highest standard.*

To ensure the functionality of the QMS, SMZVS, EMS and OHS management system, the management of HSF System SK s.r.o. fully commits to:

- a) *ensuring the necessary financial, material, personnel and organisational resources,*
- b) *continuously improving the quality management system, SMZVS, EMS and OHS,*
- c) *ensuring safe and healthy working conditions related to the prevention of occupational accidents and damage to health,*
- d) *continuously meeting the requirements of legal and other regulations and management system standards applied within HSF System SK s.r.o.,*
- e) *identifying and eliminating hazards and reducing risks in the field of OHS,*
- f) *providing effective support in education, professional preparation and training so that all employees are able to meet the requirements of this policy,*
- g) *demonstrating leadership and commitment to the SMZVS before interested parties, and personal responsibility for the SMZVS,*
- h) *the company management undertakes to comply with the qualification requirements according to Tables B1, B2 and B3 of the National Document and with the effective number of employees,*
- i) *delivering its products exactly according to the contract specification in terms of quality and deadlines, with optimum use of the resources available to it,*
- j) *adopting corrective measures quickly and effectively in the event of any indication of customer dissatisfaction or risk of damage to the environment and workers' health,*
- k) *promoting, in relations with subcontractors, at least the same requirements for product quality, environmental protection and protection of workers' health as HSF System SK s.r.o. confirms in commercially binding relationships with its customers,*
- l) *discussing the commitments of this policy with workers and promoting the involvement and activity of all workers, their participation and communication, while continuously increasing the effectiveness of the QMS, SMZVS, EMS and OHS management system.*

Žilina, date: 01.04.2025

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Ing. Tomáš Kosa  
Managing Director