



The combined Safety, Health, Environmental & Quality (SHEQ) policy, established, implemented and maintained by Rubena Náchod, s.r.o, senior management, is to consistently meet customer requirements for products and services and, in doing so, apply relevant international standards for SHEQ management systems which provide a framework and systematic approach for achieving intended SHEQ related outcomes that include:

- Preventing work related injury and ill health to workers and providing a safe and healthy workplace;
- Eliminating hazards and minimising health and safety risks by taking effective preventive and protective measures;
- Protecting the environment and responding to changing environmental conditions in balance with socio-economic needs;
- Ensuring the effective application of the management system and the assurance of conformity to relevant customer, statutory and regulatory requirements.

Rubena Náchod, s.r.o. has implemented a management system in accordance with the requirements of ISO 14001, ISO 9001, IATF 16949 and specific quality management requirements. Rubena Náchod, s.r.o. also strive to maintain a culture in which our actions are guided by management system principles and Rubena core values.

The SHEQ policy requires that the leadership team demonstrate leadership and commitment by:

- Taking responsibility and accountability for the effectiveness of the SHEQ management system;
- Ensuring the integration of the SHEQ management system requirements into the business processes;
- Developing, leading and promoting a culture that supports the intended outcomes of the SHEQ management system;
- Ensuring that SHEQ objectives are established for the SHEQ management system are compatible with the context and strategic direction of the organization;
- Protecting workers from reprisals when reporting incidents, hazards, risks and opportunities;

- Supporting the establishment and functioning of health and safety committees and ensuring a process for consultation and participation of workers;
- Promoting the use of the process approach and risk-based thinking;
- Ensuring that the resources needed to establish, implement, maintain and improve the SHEQ management system are available;
- Communicating the importance of effective SHEQ management and of conforming to the SHEQ management system requirements;
- Ensuring that the SHEQ management system achieves its intended results;
- Engaging, directing and supporting all employees to contribute to the effectiveness of the SHEQ management system;
- Promoting and ensuring continual improvement;
- Supporting other relevant management roles to demonstrate their leadership as it applies to their areas of responsibility;
- Addressing failure prevention using relevant methods including Design and Process Failure Mode and Effects Analysis.

The leadership team of Rubena Náchod, s.r.o. empower all employees, independent of the process execution, to challenge the process, product or service provision, if it is felt that requirements are not being met.

The SHEQ Management System provides a basis for sustainable development and helps define the hallmark of the business. This SHEQ policy is appropriate to the purpose and context of the Rubena Náchod, s.r.o, supports the strategic direction and provides a framework for setting SHEQ objectives.

This policy statement is made available to relevant interested parties on request. Rubena Náchod, s.r.o. collect and use personal data to ensure health, safety & welfare of its staff, visitors and contractors.

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