

ENVIRONMENTAL POLICY

TATRAVAGÓNKA is committed to act in an environmentally responsible manner. To achieve this result, we:

1. Ensure our products and operations and services comply with relevant environmental legislation and regulations.
2. Maintain and continually improve our environmental management systems to conform to more stringent requirements as dictated by specific market or local regulations.
3. Operate in a manner that is committed to continuous improvement in environmental sustainability through recycling, conservation of resources, prevention of pollution, product development and promotion of environmental responsibility amongst our employees.
4. Responsibly manage use of hazardous materials in our operations, products and services.

QUALITY POLICY

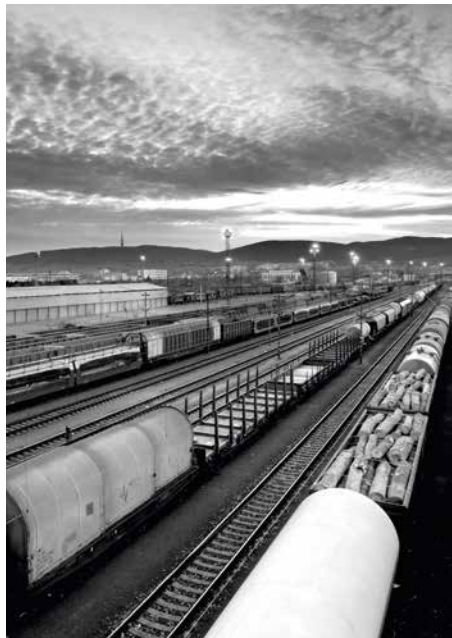
TATRAVAGÓNKA is committed to earn customer loyalty by providing products, services and interactions of the highest quality and greatest value. To achieve this result, we:

1. Explore every effort with aim to forecast customer's expectations. We are conscious about our customer's requirements and we are ready to meet them.
2. Care of our highly-motivated team of employees that can guarantee customers the fastest reaction and outstanding quality of products and services.
3. Build process-oriented principles that are basis for efficiency increase in management. Process-improvement is the way to meet and satisfy our customers, to fulfil shareholder's expectations and to achieve specified objectives.
4. Make our decisions of quality management that are based upon complex and effective analysis of external and internal information that are supported by implementation of preventive and corrective measures.
5. Keep transparent relations with our suppliers that are an important part of corporate culture. We conform to the rules of mutual benefits.
6. Maintain and continually improve the effectiveness of our processes, product and service business management systems to conform Quality Management Standards and legally required standards as dictated by specific markets.

OCCUPATIONAL HEALTH AND SAFETY POLICY

TATRAVAGÓNKA is committed to health and safety practices and work environments that enable our people to work without injuries and illnesses. To achieve this result, we:

1. Ensure operations comply with applicable occupational health and safety regulations and, when appropriate, implement additional controls to meet company requirements.
2. Assure managers and employees are trained and accountable for preventing work-related injuries and illnesses.
3. Operate an occupational health and safety management system that ensures continuous



improvement through risk assessment, risk minimization and performance reporting.

4. Provide wellness programs that contribute to productivity, health and well-being of employees.

HUMAN RIGHTS AND LABOUR POLICY

TATRAVAGÓNKA is committed and respects the fundamental principles contained in the Universal Declaration of Human Rights. TATRAVAGÓNKA's core values and culture reflect a commitment to ethical business practices and good corporate citizenship. Our policies and practices require to conduct our business with uncompromising integrity and to promote human rights within the company's sphere of influence.

1. Freely-chosen employment
We support the elimination of all forms of forced, bonded or involuntary prison labour.
2. No Child Labour
TATRAVAGÓNKA condemns all forms of exploitation of children and will not recruit child labour and supports the elimination of exploitive child labour.
3. Minimum Wages
We compensate our employees with wages and benefits that meet or exceed the legally required minimum.
4. Working Hours: We do not require employees to work more than the maximum hours of daily labour set by local laws.
5. No Discrimination
TATRAVAGÓNKA supports and upholds the elimination of discriminatory practices with respect to employment, and promotes and embraces diversity in all aspects of its business operations. Our policies prohibit discrimination based on race, colour, age, gender, sexual orientation, gender identity and expression, ethnicity, religion, disability, veteran status, national origin or any protected class.
6. No Harsh or Inhumane Treatment
Physical abuse, harassment or any threat is prohibited. We provide a safe and healthy working environment for all of employees.
7. Freedom of Association
We respect the rights of employees to organize in labour unions in accordance with local laws and established practice, if desired.
8. Code of Conduct
TATRAVAGÓNKA's suppliers are required to support and promote the fundamental human rights referenced in this document.

Environmental, quality, occupational health, safety and labour objectives are received and defined yearly according to management and company requirements. Tatravagónka is in process of obtaining Environmental management certificate ISO 14000.



Ing. Matúš Babík
General Director