



NAŠA TATRAVAGÓNKA

RESPONSIBILITY TEAMWORK INNOVATION TRUST SAFETY

ENVIRONMENTAL POLICY

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

1. Ensure our products, operations and services comply with the 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.

We want to be a dominant manufacturer of bogies, a flexible and reputable supplier of freight wagons and a significant sub-supplier of products for passenger transportation.

To achieve this result:

1. We explore every effort with aim to forecast customer's expectations. We are conscious about our customer's expectations, requirements and suggestions, and we are ready to meet them.
2. The executive management of the company obliges itself to meet the requirements and to permanently improve effectiveness of established quality management systems.
3. We maintain and permanently improve effectiveness of our processes, products and services with the aim to meet standards of introduced quality management system and legislatively binding standards, which are required by the specific markets and by the railway industry. Railway transport products, developed and manufactured by us, meet high standards for technical safety in the operation.
4. We build process-oriented principles that are basis for efficiency increase in management. Process-improvement is the way to meet and satisfy requirements of our customers, and also to fulfil shareholder's expectations.
5. We care of our highly-motivated team of employees that can guarantee customers the fastest reaction and outstanding quality of products and services.
6. We make our decisions of quality management that are based upon complex and effective analyses of external and internal information, upon annual re-assessment of potential risks and opportunities that are supported by implementation of preventive and corrective measures.
7. We keep transparent relations with our suppliers that are an important part of corporate culture. We conform to the rules of mutual benefits.
8. Tatravagónka obliges itself to apply such HSE processes that allow our employees to work without any injuries and diseases.
9. We provide that managers and other employees are familiarized with processes, the aim of which is avoidance of occupational injuries and illnesses.

10. Established HSE Management System, which provides continuous improvement by means of risk assessment and working performance reporting.
11. The aim of our activities is a permanent improvement of environmental sustainability by means of recycling, resource conservation, protection against pollution, product development and promotion of environmental responsibility among our employees.

HUMAN RIGHTS AND LABOUR POLICY

TATRAVAGÓNKA 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.
8. **Code of Conduct**
TATRAVAGÓNKA's suppliers are required to support and promote the fundamental human rights referenced in this document.

Environmental objectives are received and defined yearly according to management and company requirements. Tatravagónka is in process of obtaining Environmental management certificate ISO 14000.

Ing. Juraj Hudáč
General Director