NAŠA TATRAVAGÓNKA

BE THE FIRST CHOICE

# COMPANY POLICY

## 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 continually improve the effectiveness of our processes, products and services to conform to the established Quality Management Standards and legally required standards as dictated by specific markets and the railway industry. Our products, designed and manufactured by us and further used in the railway transport, meet all standards of technical safety in 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, and we also make maximal effort to avoid production of non-compliances.
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.

## ENVIRONMENTAL POLICY

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

1. Consider protection of the environment to be a key value of the society.
2. Ensure our products, operations and services comply with the relevant environmental legislation and regulations.
3. Perform our activities in a way that lead to continuous improvement in environmental sustainability through recycling, conservation of resources and promotion of environmental responsibility amongst our employees.
4. Provide permanent improvement of introduced system of environmental management through regular inspections of this system.
5. All innovations, research and development shall respect environmental protection and shall consider all impacts of production effects upon the environment during the whole life cycle.
6. Maintain and continually improve our environmental management systems to conform to more stringent requirements as dictated by specific market or local regulations.
7. Regularly monitor and evaluate environmental performance, environmental objectives in order to constantly improve our environmental behaviour.
8. Support economic development and, at the same time, we oblige ourselves to protect the environment.
9. Perform our business activities in accordance with the applicable environmental regulations, requirements of the standard EN ISO 14001:2015 and with other requirements, which we oblige ourselves to meet.
10. Preventively avoid pollution of air, water and soils and excessive production of wastes; at introduction of new technologies, we consider possible effects and risks upon the environment.
11. Permanently improve energy management by means of supporting purchase of energetically effective products and services and by means of making the production activities more effective.
12. Responsibly manage application of dangerous materials with regard to our activities, products and services.
13. By constant training and education of employees we increase and deepen their environmental awareness and quality of their activities, and thus we provide constant improvement of the environment projection level.

## HSE POLICY

**On the long-term basis, the top management of Tatravagónka has paid a great attention to the problem of HSE provision, and it considers permanent improvement of safety and health protection at work to be its strategic objective. The basic mean for permanent improvement of safety and health protection is an active HSE policy aimed not only at its own activity and company employees, but also at suppliers, cooperating companies and other parties participating at the company activities. With regard to HSE, the Tatravagónka management obliges itself to:**

1. Provide safe and healthy working environment as prevention against industry injuries and occupational illnesses.
2. Meet all legal and other requirements, which relate to the HSE management system.
3. Eliminate threats and reduce HSE risks.
4. Permanently improve introduced the HSE management system.
5. Provide HSE as on object of public interest and an inseparable part of employee social care.
6. Consult and cooperate with employees and employee representatives with regard to all questions related to HSE and the HSE management system.
7. Define HSE objectives and activities for their fulfilment and their regular evaluation.
8. Make an effort to maintain and improve HSE by implementing of an effective prevention and by increasing of awareness of our employees, employees working on behalf of our company, as well as of suppliers and partners.
9. Apply safety aspects when proposing internal procedures; we apply and permanently develop preventive measures at our workplaces within the company premises.
10. Try to increase awareness so that every person understands and is aware that he/she, with regard to hi/her activities and attitudes, is responsible for his/her own safety and potentially also for safety of his/her colleagues.
11. Provide rapid correction of shortcomings discovered on the basis of findings of regular monitoring.
12. Maintain our HSE policy in accordance with the requirements of the standard ISO 45001 and keep respective records and documentation on introduction, maintaining and improvement of our HSE management system.
13. Perform inspection activities and regularly check functionality and effectiveness of our HSE management system so that we provide its permanent improvement.

February 1., 2025

**Ing. Juraj Hudáč**
general director