

POLICY

Our policy is defined in compliance with the principals of our concern and the requirements of standards ISO 9001:2015, ISO 15378:2017 (GMP), ISO 50001:2018 and ISO 14001:2015. The main focus of the company is the production of glass containers for pharmacy. Part of the production is focused on the production of special glass containers for beverages. The production program includes injection bottles, bottles for the syrups and drops, bottles for tablets and also special customer products.

The main part of the policy accepts the principles of standard ISO 15378, the plant has implemented and fulfilled specific requirements of the "good manufacturing practise" (SVP - GMP).

The company vision forms the basis of the Policy:

Our vision is to become **the first choice** of our customers and our employees by means of cooperation and the **atmosphere of trust**. Our aim to achieve high performance, flexibility, and reliability helps us to achieve a great reputation and leading role on the market with packages for the pharmaceuticals, perfumery, and selected beverages.

Confidence, achieved level of energy class and flexibility depend on the quality of our employees who feel relaxed and secure in their work environment. It is reason for way safety, health and well-being are an integral part of our corporate culture and are subject of reassessment.

The principles of the management system result from our company vision:

- **Customer Satisfaction**

We perceive quality as the fulfilment of the customer requirements which relate to the innovations, awareness of costs, maximum reduction of the defects in the products, and timely supplies.

- **Focus on the employees**

We develop our professional and individual abilities by means of continual education within a comprehensive training program. The self-fulfilment in our company is a feeling of awareness and responsibility.

- **Focus on processes**

The main processes are clearly defined and documented. Their efficiency is continually monitored and the results are used for continual improvement of processes.

- **Environment protection**

Environmental issues and the impact it is in our society considered with all seriousness in terms of ability to recognize risks on time and ready to take measures for their effective protection or maximum decrease impact on it. The aim is to capture all the risks already at their source.

The company's management and all its employees are committed to consistently separate waste by type and thereby minimize the risks and impacts on the environment. Management commitment includes the efficient use

of materials and raw materials, reducing the amount of waste produced and their subsequent use to slow pumping of raw materials.

We conducted a comprehensive assessment of incoming raw materials, energy and other resources in the process of production and storage. Likewise they were assessed every emerging products, waste materials, waste, emissions, waste water and associated resulting burden on the environment. All identified aspects were evaluated according to the severity of the impact on the environment and their management has become an integral part of all activities.

We are committed for long time working on these aspects and thereby gradually reduce the negative impact of our company on the environment.

Management of the company together with its employees is committed to fulfill all legal and other mandatory requirements and obligations associated with the production and storage so as to prevent negative impacts on the environment and citizens in the immediate vicinity of the company's operations.

Company management communicates openly its attitude towards the environment to all its employees, customers, partners and other interested parties. The company management is fully aware of the seriousness of the environmental impact. We are committed to a gradual continuous improvement of environmental management and improving its environmental performance for current and future generations.

- **Focus to occupational safety and health protection**

The operation of the company is largely responsive to the heavy industry, and due to it is necessary to establish and maintain procedures for identification of hazardous and potentially risky activities or places and take measures to reduce the risk of their occurrence or mitigate their health and safety impacts to our employees or other persons moving within the company premises.

The company has been paying long-term attention to the health of its employees, whether through regular medical examinations, providing appropriate protective equipment, organizing professional training or allocating corporate benefits to sports activities, providing massages, purchasing medical aids or medicines.

The company focuses on regular verification of the situation in individual workplaces, discussions with selected teams of workers whose task is to draw attention to hazardous or dangerous places, to record injuries and near-misses and to search for effective solutions to resolve inappropriate conditions or status.

The company management is committed to monitor health and safety at work and continuously reduce workplace injuries and supports this commitment through regular meetings with executives to gather and evaluate information on hazardous or risky activities and places and release the necessary resources to achieve the set target.

The Company's management is committed to complying with applicable occupational safety and health legislation and emphasizes their importance to all its employees, externally to its suppliers and partners.

- **Focus on savings in the area of energies**

The principles defined by our energy management help us to evaluate our energy consumption, select the energy saving devices and solutions including the purchase of services, and permanently reduce the energy consumption for our demanding operation devices.

Our management is committed to continual reduction of energy consumption, and the commitment is supported with regular planning, acquiring and evaluating of information, and releasing the required means in order to achieve the defined goals and target values.

The company management is committed to comply with the applicable legal and other requirements as regards the use and consumption of energies and energy efficiency, and the management highlights the importance of the compliance with the requirements internally to the employees, and externally to its partners. The management adheres to the principles of reducing the energy consumption, energy demands, and

increasing the energy efficiency during the planning and implementation of the intended investment, purchase of devices, materials, and services, and in the business area.

- **Continuous improving**

We exert all our efforts to discover our weak points, to analyse the reason, and remedy the found weak points.

- **Good manufacturing practise**

The requirements of GMP are not perceived solely as the instructions of ISO 15378, but also as the recommendations of our pharmaceuticals customers.

Testing of the production process and devices for suitability are performed by means of validation and qualification.

- **FMEA concept**

Any risks for the customer and the end-user are evaluated by a FMEA analysis. They are avoided by corresponding actions with the utmost security. The measures are continuously monitored and actualized, where necessary.

The management system is the scope for the Policy implementation and for achieving the goals and target values. The management system includes the defined structural and process responsibilities within the plant organization, the activities related to quality, good manufacturing practise, and energy management are planned in order to ensure continual development. The activities are performed in order to gain and retain the customers for a long time, and also suitable and long lasting partners in business.

The company management and all employees are committed to manage their activities and perform their work in compliance with this policy and its principles, and ensure the fulfilment of the requirements and expectations of our customers and partners.

in Hermanova Hut

By: 24th January 2020



Ing. Libor Kraft

Plant manager



Ing. Jiří Flandera

Finance director