

POLICY

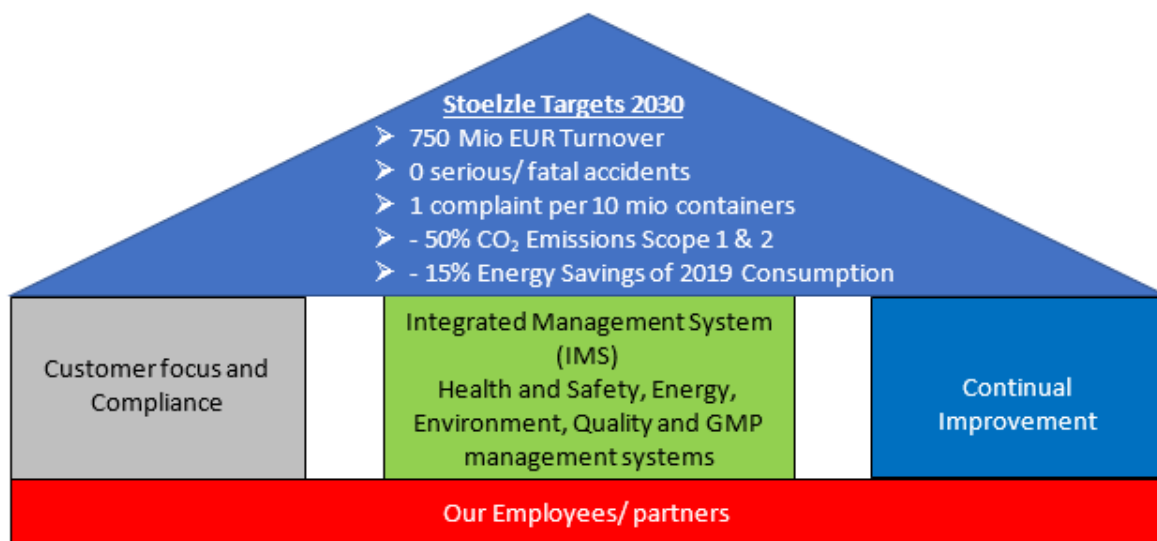
POLICY STU

We at STOELZLE UNION s.r.o. are proud and passionate to be working with a traditional and sustainable material such as glass, transforming it into safe, sustainable and outstanding containers for the **consumer, pharma, spirits and food industry**.

We are a multigenerational family-owned company with a long-term vision! We are committed to:

- be **first choice partner for our customers** by living a culture of reciprocal trust and solving daily our customer problems through our performance-oriented work ethics.
- continuously challenge and improve our glass containers manufacturing capabilities to reduce **waste generation, water utilization, and air pollution**.
- provide our employees a culture, which fosters **life-long learning, personal development, and long-lasting relationships**.

We regard the integrated management system (IMS) as one of our **pillars** in order to reach our group targets. Stoelzle's success is built on the following pillars:



1. EMPLOYEES

Our employees are the foundation of STOELZLE UNION, therefore we commit ourselves to:

- Offer a safe and healthy workplace to our employees and any collaborators.
- Ensure employees and collaborators well-being and safety.
- Ensure that all employees, collaborators and their representatives are consulted and do participate into improving the safety of our workplaces.
- Ensure that our people receive proper training and chances to achieve qualifications and develop their competences.

2. CUSTOMER FOCUS AND COMPLIANCE

- We increase our customer satisfaction by excellent service, high quality, safe and sustainable glass packaging solutions.
- Our products fulfill the highest quality and all legal requirements.
- We ensure proper documentation and communication of all quality related activities.

- We fulfill all legal and other requirements.
- We ensure that all our activities consider the protection of our environment including prevention of pollution and emissions.
- We ensure that our manufacturing environment fulfills the applicable high hygiene and housekeeping standards.

3. INTEGRATED MANAGEMENT SYSTEM

- We commit to keep certification of our management systems according to relevant certification norms such as ISO 9001, ISO 15378, ISO 14001, ISO 50001 and ISO 45001.
- Our management system offers the framework and access to information and resources in order to set and check the fulfillment of targets for health and safety, quality and good manufacturing, environment and energy.
- Our management system offers appropriate guidance for our people in order to meet all relevant requirements and to fulfill our targets.

4. CONTINUAL IMPROVEMENT

- Continual improvement is part of our culture. We strive to improve our processes continually in all our areas. All STOELZLE UNION employees are responsible for it.
- Every Stoelzle employee contributes to continual improvement by participating in our SIM (Stoelzle Idea Management) program.
- Our Continual improvement activities are focused on
 - Health and Safety:** Improving our workplace, eliminating hazards and reducing risks
 - Quality and GMP:** Improving product quality and reducing product safety risks resulting into reduction of costs of poor quality (COPQ) and customer complaints
 - Environment:** Reducing our environmental impact by resource efficient processes and by reducing CO₂ and other emissions, pollution and waste over the lifecycle of our products.
 - Energy:** Reducing energy consumption by energy reduction projects, identifying energy reduction chances during design of new processes, equipment, products, infrastructure or software and by supporting the purchase of energy efficient equipment and services.
 - Efficiency:** By increasing process output and removing unnecessary waste.

We STOELZLE UNION s.r.o. executive directors, we commit ourselves to support and provide the necessary resources, so that the integrated management system is effective and supports us in reaching our STOELZLE UNION and Stoelzle group targets.

We ask everyone employee in STOELZLE UNION s.r.o. and our suppliers, business and other partners to support the commitments and principles that have been outlined in our Policy.

Ing. Libor Kraft

Plant manager

Ing. Jiří Flandera

Finance director

	Datum	Pozice	Jméno a Příjmení
Vypracoval:	01.06.2023	Quality Manager STU	Ledvinová Michaela
Ověřil:	05.06.2023	EMS and EnMS representative STU	Karlik Tomas
Schválil:	14.06.2023	Financial Director STU	Flandera Jiří