

QUALITY, PRODUCT SAFETY, ENVIRONMENT AND OCCUPATIONAL SAFETY POLICY

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In compliance with the strategy of the Škoda Group (hereinafter referred to as the "Group") and the requirements of standards ISO 22163, ISO 9001, ISO 14001 and ISO 45001, the top management announces the quality, product safety, environment, and occupational safety policy. To fulfil this Policy, the Group undertakes to follow the following rules and principles:

1. ORIENTATION TO CUSTOMER, EXTERNAL PROVIDER AND OTHER INTERESTED PARTIES

- Plan, provide and use resources to meet requirements, needs and expectations of customers, external providers, and other interested parties in the field of quality, product safety, environment, and occupational safety.
- Achieve stable quality, functional safety, operational reliability and environmental friendliness of products and services, incl. the application of a safe maintenance system for vehicles and their parts.
- Identify, implement, monitor, introduces measures and provide resources to prevent failures.
- Monitor and assess the level of customer satisfaction with products and services provided.
- Fulfil legislative and contractual obligations.
- Inform customers and the relevant interested parties of the group EHS performance.
- In cooperation with external providers, to develop and continuously improve the products and services supplied.
- Initiate fulfilment of the environmental management principles by the external providers.

2. EMPLOYEE MANAGEMENT AND INVOLVEMENT

- Develop professional qualification of employees and motivate them to use their knowledge, abilities and skills to ensure the quality, safety and reliability of products and services, incl. continuous improvement of established systems.
- Improve working and social environment, reduce environmental impacts and health and safety risks and prevent occurrence of work related injuries, health impairments and near misses.
- Increase employee knowledge of environmental protection, waste management and resource efficiency.
- Discuss the Policy with employees and their representatives and follow the Policy, determine objectives, and fulfil targets at all Group levels.
- Encourage all employees to take personal responsibility to fulfil joint objectives, increase their awareness, abilities and knowledge and support their suggestions for improvement.
- Work responsibly and flawlessly with thorough self-monitoring of one's own work results.
- Improve communication across the Group, requiring participation of employees and their representatives in workplace safety and environmental issues.

3. PROCESS AND SYSTEM APPROACH TO MANAGEMENT

- Establish and apply effective and efficient system of quality, environment, and occupational safety through process management with considering and minimizing the risks and meeting mandatory obligations.
- Determine the group's strategic focus, Policy and objectives of all systems in compliance with the context.
- Apply the Policy at all Group levels and specify and evaluate the Policy every year on the basis of determination of concrete and measurable objectives.
- Support implementation of the best possible available technologies that will lead to improving the process performance, increasing the customer's satisfaction, and reducing the risks of impacts on the environment and occupational safety.

4. DECISION-MAKING BASED ON FACTS AND CONTINUOUS IMPROVEMENT

- Monitor, measure and analyse product quality parameters and attributes and process performance parameters. Use the results to determine specific objectives and actions to ensure continuous improvement of established quality, environment and occupational safety systems.
- By prevention and using relevant opportunities, to prevent the possibility of occurrence of emergency situations and accidents, the results of which could have a negative impact on the environment and health of employees.
- Prefer use of such materials and procedures that will contribute to minimization, elimination, or reduction of negative impacts on the environment and working environment.


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