

IMS policy of PCI a.s.

The aim of the company, in accordance with its defined vision and strategy, is to ensure long-term stability and prosperity in financial, sales, and HR terms. To create a stable company with a progressive programme for the production and sale of semi-finished copper and brass products, focusing on the continuous achievement of the contractual quality of its products in order to meet the expectations and requirements of its customers in terms of quality, availability, and price.

- 1) By continuously improving customer care and communication, we are able to ensure the contractual quality of our products and innovate the existing product range,
 - to ensure the contractual quality level of our products, to achieve long-term and stable compliance of our products with the specified standards,
 - to create the conditions for innovation in the existing product range through constant communication with customers, thus creating the conditions for expanding sales opportunities,
 - to establish partner relationships with its business partners, manage business relationship activities for mutual economic efficiency, and establish a base to support the company's sales capabilities.
- 2) To meet customer requirements, to maintain, systematically improve, and develop the high level of expertise of all company employees and to be an employer of choice for these employees,
 - to ensure systematic training of all employees so that they pose professional and technical competences to meet the requirements of the quality and environmental policies and objectives,
 - to optimize employment in line with external factors so that the needs of the company and of the employees are satisfied,
 - to make sure the company and its employees identify with the adopted policy and quality and environment goals.
- 3) To optimize the company's own processes and cost levels by implementing the IMS and rationalizing the company's economic management system, in order to provide capacity and financial resources for the company's development, the sustainable growth of its assets, and the enhancement of the company's prestige,
 - to ensure a steady increase in the efficiency and profitability of all the company's activities over the next few years,
 - to increase the company's share of sales in Czechia and Slovakia through active promotional and commercial activities, to continuously increase the volume of sales on foreign markets, and to enhance the company's prestige,
 - to participate in support of social, health care, cultural, and sport activities in the region.
- 4) To prefer for environmentally sound practices, with emphasis on pollution prevention and resulting in reduced energy demand, in the achievement of the company's production and sales objectives,
 - to eliminate negative impacts of the industrial production on environment of the region through improvement of the technologies,
 - in development of the new technologies, to prefer those being friendly to the environment and resulting in reduced energy demand.
- 5) To continuously improve and, above all, to ensure compliance with legal and other requirements,
 - to continuously monitor changes to laws and other regulations, to update the register and internal regulations,
 - to annually review and improve the IMS,
- 6) To communicate our principles not only to our employees, but also to the general public and to all the other people and organizations who work for us,
 - the "IMS policy" will be available for public from our website,
 - through the involvement of managers, we ensure that employees are informed about environmental protection, reduction of energy demand, and promote appropriate environmental working practices.
- 7) To satisfy requirements of relevant and significant stakeholders.

Date of issue: 11 March 2024

PVK – Bronislav Housa