

IMS POLICY

(integrated management system)

**BILSTEIN CEE, a.s. Na Louce 97, Karlova Huť, Králův Dvůr
for the period from 2023 to 2027**

Announced and adopted by the Board of Directors of the company on 17 January 2023

BILSTEIN CEE a.s. is a subsidiary of the international BILSTEIN GROUP and a manufacturer of cold-rolled strips. The strategic goal of the company is to produce and offer to customers only such products that are comparable to the products of advanced competing companies and thus satisfy the demanding requirements of its customers. The strategic goal focuses mainly on supplies for the automotive industry.

In order to fulfil the strategic goal, the Board of Directors with executive responsibility undertakes to:


- Continually maintain and improve the performance of the company and all IMS components in accordance with the requirements of **ISO 9001, IATF 16949, ISO 14001, ISO 45001 and ISO 50 001** international standards.
- **Comply with the requirements of legislation and other regulations** regarding OSH, quality, environmental protection and energy management.
- Meet the demands and expectations of customers regarding **OSH, quality, environmental protection and delivery dates** of both hot-rolled strips and cold-rolled strips and thus continuously improve their satisfaction.
- **Increase the production and sale** of cold-rolled strips, in particular the product range of deep drawing, construction, carbon and alloyed steel grades.
- **Purchase energy-saving products and services** and support activities taking into account energy management impacts.
- Prefer a **preventive approach** in all corporate activities.
- **Prevent pollution and reduce energy consumption** as well as the negative environmental impacts of the company's activities.
- Manage and ensure production with regard to its **environmental impact**, the occurrence of possible environmental risks, accidents and environmental influences during their operation, including their disposal.
- **Communicate and collaborate with local government, the public, customers, employees and employee representatives** to create a good "image" of the company.
- Create **good working conditions** as a basis for the development of IMS in the company; **prevent injuries and damage to health; eliminate dangers and reduce OSH risks**; motivate workers to meet customer requirements quantitatively and qualitatively.

To support the implementation of the IMS Policy, the Board of Directors defines the following obligations:


- Create a favourable and motivating environment for the implementation of the IMS Policy.
- Ensure optimal competence (education, experience, skills) of workers.
- Identify and provide the necessary resources to secure the IMS.
- Develop the IMS policy into specific objectives for the calendar year and carry out their regular evaluation.

The Board of Directors expects all employees to:

- Actively support the IMS Policy.
- Use their work skills effectively and comply with internal regulations to ensure compliance with OSH principles, meet quality requirements and requirements for environmental protection and order fulfilment on a timely basis.
- Active approach to improving working skills and strict adherence to working procedures.



Peter Uhrík
Member of the Board



Linda Kebrlová
IMS Management Representative