

# QUALITY AND ENVIRONMENTAL CARE POLICY

## TEDOM Group

TEDOM Group is a major global manufacturer and operator of the CHP technology and energies supplier as well. We have four production plants in the Czech Republic and several international sales offices, the most important in Germany. Other members of the TEDOM Group are active in Poland, the USA and Slovakia. The entire TEDOM Group has over 900 employees.

Our products and services are making a significantly contribute to the decarbonisation of the energy and the transition to carbon-free energy. We manufacture energy-saving equipment that reduces energy costs for our customers while being environmentally friendly.

TEDOM Group's primary goal is to meet the needs of our customers, prevent pollution and continuously improve the environment. Meeting the requirements of valid legislation and other environmental requirements is a necessity and a matter of course for us.

To achieve the TEDOM Group's strategy and the intended results and goals in the area of quality and environmental care, taking into account the identified internal and external aspects, considered risks and opportunities of the company, we have implemented integrated QMS / EMS management system in the Group's production and service plants.

TEDOM Group management has established a **Quality and Environmental Care Policy**, which is enforced through principles in the following areas:

### Customers

- ❖ meet customer requirements
- ❖ services must be complete, must meet customer expectations and must be provided in requested quality when meeting all laws and other directives requirements
- ❖ respond in time to the needs of our customers in terms of quality and environmental benefits

### External providers

- ❖ build up long-term and mutually beneficial partnership with external providers of processes, products and services and manage the externally provided processes in compliance with the requirements
- ❖ involve our business and contract partners in our effort to improve the quality and condition of the environment

### Employees

- ❖ support and increase the motivation, knowledge and development of staff professional level to achieve a high-level quality work

- ❖ protect the health of workers and through effective prevention avoid work accidents

### Technologies, processes and infrastructure

- ❖ avoid or reduce environmental damage by using the proper practices and methodologies by applying new knowledge and suitable modern technologies in production, realization, operation service and other activities
- ❖ monitor, evaluate and improve the effectivity of processes
- ❖ manage the risks and opportunities in all processes, activities at all workplaces of the group

### Environment, interested parties

- ❖ use resources efficiently (e.g. raw materials and energies), reduce the quantity and hazardousness of waste
- ❖ actively cooperate with the state authorities, organisations and local authorities operating in the individual localities of the group
- ❖ reduce the risks of negative environmental impacts

TEDOM Group commits to a strategy of continuous improvement to meet the needs of our customers and requirements of legislative regulations. TEDOM Group management accepts the commitment and responsibility for the effectiveness of the QMS and EMS, will ensure that the employees understand the Group's context and identify with the philosophy and substance of the QUALITY AND ENVIRONMENTAL CARE POLICY.

This „QMS/EMS POLICY“ is mandatory in its entirety for all TEDOM Group employees.

In Třebíč, 15. 05. 2023

**Oldřich Šoba**

*CEO and Chairman of the Board TEDOM a.s.*