

## Quality, environment and work safety policy of Chemko, a.s. Slovakia

Chemko, a. s. Slovakia is a modern chemical company producing aldehyde chemistry, phenolic resin and light stabiliser products. The company has deployed and maintains certified quality management, environmental management and work safety systems.

The integrated management system policy is focused on supporting the achievement of the company's strategic objectives, and also provides the resources necessary to accomplish the objectives in the areas of quality, the environment and work safety.

Promote prevention and systematic improvement of processes to minimise negative impacts of production activities and services that degrade or harm the environment,

Raise awareness among our employees to continuously improve their level of engagement and responsibility.

Regularly review the integrated management system to ensure its continued applicability, adequacy, effectiveness and alignment with the strategic direction of the company.

Analyse risks and opportunities to influence products and services to improve processes and satisfy customers

Actively create working conditions that help prevent accidents at work and ensure occupational health and safety for all employees and other persons working in the company's premises

Engage and motivate al employees to ensure the maintenance and continuous improvement of the integrated management system in accordance with the requirements of the ISO 9001, ISO 14001 and OHSAS 18001 standards

Rigorously communicate and collaborate with public and administrative authorities and other stakeholders in matters concerning the quality of work, the environment and occupational health and safety.

Achieve a high level of quality and the sustained competitiveness of our products and services and to make a contribution to maintaining the company's reputation.

Ensure the timely identification and optimal assurance of the necessary resources, specifically employees, information, infrastructure, equipment, funding and natural and material resources.

Focus the objectives of the integrated policy on improving the parameters of products, production processes and services.

Provide targeted support for mutual communication with our customers and suppliers to improve the quality of the products and services we provide.

Take an active approach to increasing the professional knowledge and skills of our employees as a way to preventively resolve deficiencies, errors and nonconformity.

Company management is fully aligned with the defined priorities in the areas of quality management, the environment and work safety, and commits to provide the resources necessary for their implementation.

The quality and environmental policy is binding for all Chemko, a.s. Slovakia employees and is accessible to employees, customers, the public and other affected stakeholders.