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Prepared by: Bc. Vladana Navrátilová	Approved by: Ing. Jiří Brázdil
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COMPANY POLICY

1. Customer Orientation

Meeting customer requirements is our primary objective. We strive to achieve top quality and ensure on-time delivery of our products and services. In the automotive sector, our ambition is to become a Tier 1 supplier.

2. Employee Orientation

to create conditions for employee satisfaction, to ensure training and motivation of employees toward professional performance, and to be a competitive employer in the region. The aim is to encourage all employees to strengthen their responsibility for environmental protection and to develop the occupational health and safety (OHS) system within the scope of their work duties.

3. Supplier Orientation

The quality of our products directly depends on the quality of purchased materials, products, and services. The aim is to develop suppliers and ensure consistency in quality and timeliness of deliveries. To incorporate environmental and safety aspects into marketing and supplier–customer relationships. The company's Code of Ethics is intended to be applied to our suppliers as well.

4. Company Orientation – to become an economically strong, financially stable, and responsible company in the region. The aim is to improve internal processes and increase flexibility, as well as to make the flow of information more transparent. To measure and evaluate process performance, manage the risk system, identify new opportunities, and, when necessary, implement measures for continuous quality improvement.

5. Environmental Orientation – to ensure the integration of environmental management into the overall management system. The aim is to provide the necessary resources for implementing measures related to energy and material consumption, waste generation and utilization, and the reduction of other negative environmental impacts. To use environmentally and energy-efficient technologies, as well as recycled and recyclable materials. To maximize the use of renewable energy sources wherever possible.

6. Occupational Health and Safety (OHS) Orientation – to establish specific OHS objectives, to regularly monitor, evaluate, and assess the achievement of these objectives and the effectiveness of the policy. The aim is to continuously improve OHS within the integrated management system. To comply with legal OHS requirements and systematically identify and assess risks that could endanger the health and life of individuals. To strengthen employee awareness of operational safety in order to prevent workplace accidents.

Management Commitment

- The company's management fully recognizes its responsibility to meet customer requirements and the need for continuous improvement of the effectiveness of the integrated management system (ISO 9001, ISO 14001, ISO 45001, IATF 16949) as a means of achieving the company's vision.
- The management applies the principles of sustainable development, balancing economic growth, environmentally responsible practices, and social responsibility.
- The management fully acknowledges its responsibility to comply with OHS and fire protection requirements. ZLKL, s. r. o. commits to supporting transparency and fairness toward the public. Management is committed to providing the necessary resources for the implementation, maintenance, and improvement of all established systems.
- In accordance with the issued Code of Ethics, the management does not tolerate any form of workplace bullying or sexual harassment.
- The management strictly opposes and actively combats any form of intolerance, suppression of expression, or restriction of freedom of thought, particularly regarding religion, political opinions, sexual orientation, race, gender, and social minorities.

This directive cancels and replaces Directive No. PŘ 02/2023.

Ing. Jiří Brázdil, Director