

Integrated Management System Policy (or IMS Policy)

includes

**Policy of Quality Management System (ISO 9001, ISO 13485, IATF 16949)
Environmental Management System (ISO 14001)
Health and Safety Management System (ISO 45001)**

Enics Slovakia s.r.o. (hereinafter as „organization“) is focused on „Manufacture of electronics active non-implantable medical dental devices“ (ISO 13485), „MANUFACTURING OF POWER SYSTEMS AND ELECTRONIC DEVICES“ (IATF 16949) and on „PRODUCTION, SALE AND SERVICE OF INDUSTRIAL ELECTRONICS, ELECTRICAL APPLIANCES AND COMPONENTS“ (ISO 9001, ISO 14001, ISO 45001) and it constantly realizes changes in order to improve the quality and to ensure safety of its products and services and increase IMS efficiency.

Mission

We drive the sustainable success of our customers.

Vision

We deliver the best customer experience and uncompromised reliability in industrial electronics.

Management team establish, implement and maintain a IMS Policy that:

- is appropriate to the purpose, size, for context of the organization and supports its strategic direction, including the nature, scale and environmental impacts of its activities, products and services and to the specific nature of its OH&S risks and OH&S opportunities;
- provides a framework for setting and reviewing the IMS objectives;

Within The IMS Policy, Management team is committed to:

- satisfy applicable requirements related to IMS and to maintain the effectiveness of IMS;
- satisfy applicable regulatory requirements;
- fulfil of applicable legal requirements and other requirements which relating OH&S hazards and identified environmental aspects;
- the protection of the environment, including prevention of pollution and other specific commitment relevant to the context of the organization (for example sustainable resource use);
- provide safe and healthy working conditions for the prevention of work-related injury and ill health;
- eliminate hazards and reduce OH&S risks;
- continual improvement of the IMS performance;
- fulfil its compliance obligations;
- consultation and participation of workers and workers' representatives (respectively Employee Safety Representatives and Occupational Health and Safety Commission);

The IMS Policy also includes Corporate Responsibility Policies

Management team, through its Corporate Responsibility Policies, declares its commitment to the fight against bribery and corruption (an Anti-Bribery Policy), unethical behavior (an Employee Code of Conduct) and all-round non-discrimination (an Ethics Escalation Policy: „Whistle-Blowing Policy“):

- 1) We not tolerate bribery and corruption in any form and at all levels without exception.
- 2) We undertake to review, report and deal with corruption in any manifestation of corruption, in accordance with the law.
- 3) We not cooperate with partners who have been proven to be corrupt or corrupt another form of unethical behavior.
- 4) We exclude discrimination against our workers and other stakeholders based on gender, race, belief, orientation, and other relevant factors.
- 5) We are committed to creating a work environment with the greatest emphasis on social background, safety and ergonomics, mental balance.
- 6) Management Team is always open to any communication and properly investigates all received suggestions. The announcer has always guaranteed anonymity and impenetrability.

The IMS Policy is:

- available and maintained as documented information;
- communicated, understood and applied within the organization;
- available to relevant interested parties;
- relevant and appropriate;
- reviewed for ensuring its validity and continuous suitability;

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Karin Kapšová, MBA
IMS Management Representative

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Ing. Miroslav Sagan
General Manager

Nová Dubnica, on 16th January, 2020

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IMS Policy

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