

Integrated Company Policy

The Integrated Company Policy is a commitment of the entire company and the company's top management towards the interested parties:

LEADERSHIP

- 1. Expand services beyond the automotive segment.*
- 2. To ensure a sufficient volume of work for further growth of the company and economic stability.*
- 3. Through cooperation and mutual support of all employees and departments, to achieve continuous improvement of all activities.*
- 4. Determine corrective and preventive measures to achieve improvement of activities towards interested parties.*

STAFF

- 5. By increasing the competencies of employees (developing skills and motivation to use them to the fullest), create conditions for effective change management in the company.*
- 6. Proactively lead employees to lifelong learning and thus create personnel reserves for the effective functioning of the company in the digital economy and adaptation to the changes associated with the transition to the European concept of Industry 4.0.*
- 7. To create good working conditions and motivate employees according to established remuneration systems (to motivate employees through established and interconnected evaluation and remuneration systems).*
- 8. Reduce possible risks by systematically educating and informing new and existing employees.*
- 9. Ensure that the rights and ethical conduct of employees are respected. At the same time, by such conduct, lead employees to build values towards the employer.*

CUSTOMERS

- 10. To meet the agreed requirements and expectations of the customer through the established IMS system (QMS, EMS, ISMS).*
- 11. Maintain a higher level of customer support in the event of new project launches.*
- 12. Protecting our own information assets as well as those of customers related to risk management and prevention of security incidents is the task not only of the management, but of all users of our company.*
- 13. To adhere to business policies in accordance with general ethical values.*

PURVEYORS

- 14. Engage our suppliers and enlist their support in their efforts to improve the quality of products and services and related cybersecurity.*

GOVERNMENT BODIES

- 15. To create conditions for reducing the impact on the environment and occupational safety by meeting legislative requirements and prevention in the field of EMS and OHS for local laws and international standards.*
- 16. Comply with the guiding principles of global sustainability (greenhouse gas emissions, energy efficiency, renewable energy, decarbonisation, water quality and consumption, air quality, chemical management, sustainable resource management, reuse and recycling, noise emissions).*
- 17. Monitor and reduce the impact of a company's carbon footprint.*



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NEIGHBORHOOD

- 18. It is the duty of each employee to comply with the company's code of ethics and not to tolerate corruption or violations of ethical principles and equality, but to report it to the company's management.*
- 19. Not to tolerate corruption and bribery, to adhere to and promote the principles of equal opportunities.*

In Mladá Boleslav, 28.3.2025

Vít Šindelka
Company Director
NEONLAK spol. s r.o.