



SIEMENS S.R.O., O.Z. ELEKTROMOTORY MOHELNICE

# Integrated policy

## of Quality, Environment, Energy, Occupational Health and Safety Management

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This **integrated policy** is an integral part of working life and is actively controlled and supported by the top management, so the implementation of it is a natural part of the plant operation. In all of the declared areas (quality, occupational health and safety, environment and energy) we work according to the uniform principles: we comply with the requirements of all stakeholders; we comply in full with all the rules set out by the legislation. By means of internal and external audits on a regular basis, we check compliance with legal regulations and verify our technical and organizational procedures; thanks to the objectives and measured indicators, that we monitor and evaluate systematically, we continuously improve processes and activities. Our strategic goals are transparent, and the employees are periodically informed about the status of their implementation. We require our business partners and suppliers to act according to the same principles as we do. By defining appropriate measures, we prevent undesirable conduct and behavior in all fields, and we work as if each of us were the owner of a part of our company, i.e. in accordance with the **Ownership Culture** corporate idea.

Our **customers** are offered electric motors, components, and services with a maximum customer benefit – they are available, highly productive and energy efficient. We fulfil the customers' requirements and work with them intensively. The top quality of electric motors is our highest priority, and therefore we are committed to constantly monitor, measure, and evaluate it and, thanks to those systematic steps, to improve customer satisfaction and strengthen their confidence in us. The feedback from customers and from the international Siemens service organization helps us to fulfil our commitment to the continuous improvement of our products, services, and processes. By integration of the **Siemens Production System** and **Industry 4.0** principles, we are building a lean, state-of-the-art plant with simpler, transparent, and more effective processes that are crucial for our continuous growth. Also our **suppliers**, often leaders in their own fields of business,

contribute significantly to the satisfaction of customers; they must therefore be able to guarantee the same quality as Siemens. And that is why we aim for integrating them optimally into our processes. The safety at work and environmental protection are for us as important as our economic results. Our priority is to create conditions at all workplaces for safe work which does not endanger the **health of workers**. We want our employees to come back from work in the same condition in which they started their working day – this is the main motto of the zero tolerance of accidents project. Prior to each change to the technology, material used and work procedures, we actively seek risks and prevent them by taking preventive measures. We provide true information about the company's activities to all interested parties so that they can objectively assess our efforts in the creation of healthy and safe working environment. It is important for us to discuss all relevant topics with our employees and employee representatives, and to support and involve our employees in strengthening the responsibility for their own safety and health protection. We handle **natural resources** with care – already during the product development, we verify possible environmental loads and the energy footprint. Our goal is to prevent damage to the environment or reduce it to a minimum within the framework of applicable regulations. **Energy and environmentally conscious** behavior are part of the purchasing strategy and quite natural for each employee, so we can continuously effectively use energy, services, and other resources. Our customers know that Siemens products are environmentally friendly, and they are informed how to handle the products properly regarding the environment

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