

INTEGRATED POLICY OF QUALITY, ENVIRONMENT, SOCIAL RESPONSIBILITY, GENDER EQUALITY, HEALTH AND SAFETY

Nová Mosilana, a.s.

In implementing its corporate strategies, achieving high product quality and customer satisfaction, while simultaneously protecting and respecting people and the environment is essential for our company.

To this end, it has established and maintains an integrated quality, environmental, occupational safety, social responsibility and gender equality management system, inspired by the international standards ISO 9001, 14001, 45001, SA8000 and UNI PdG 125 and adheres to the ZDHC protocol, with the main objectives to ensure:

- compliance with applicable laws, reference standards and regulations imposed by the authorities, always maintaining a transparent, honest and cooperative relationship with them
- protection of persons, their health and safety and the environment in the performance of their activities in accordance with the principles of responsibility, precaution, prevention and protection, with particular regard to disadvantaged persons
- prevention of contamination, accidents, injuries and occupational diseases, proper management of emergencies and unexpected emergency situations and continuous improvement of performance and processes

Commitment of Nová Mosilana, a.s. towards the planet is also manifested through specific projects:

- reducing emissions by using renewable energy sources, making buildings and equipment more efficient, introducing new technologies and streamlining processes
- reduction of water consumption by optimising equipment
- purchase of raw materials that are guaranteed to be friendly to animals and the environment

Nová Mosilana, a.s. has established a team with sufficient support of human and technical resources necessary to achieve its goals and undertakes to:

- consider contextual factors, stakeholder needs and expectations, relevant aspects and compliance obligations when identifying and assessing risks and opportunities and subsequently planning, implementing and regularly reviewing the management system
- define objectives and measures (technical, organisational, procedural) aimed at adequate and continuous improvement of the system and its performance, using the best available solutions, where technically and economically feasible, and taking into account the requirements and instructions of the parties
- monitor and gradually reduce impacts on people and the environment by prioritising choices that focus on sustainability and ecological compatibility
- engage its employees, their representatives, co-workers and suppliers in the pursuit of the same goal through awareness-raising, information and training initiatives, to promote regular communication and consultation on the results achieved, on planned actions, to promote awareness of existing risks and to promote skills to manage them
- not resort to or support forced or compulsory child labour
- guarantee workers the right to join trade unions of their choice and avoid any interference in their management
- foster peaceful relationships between the various functions of the company and with external stakeholders through employee involvement in investigations, self-monitoring initiatives, and improvement planning
- guarantee equal opportunities for all people working in the organisation by not allowing any form of discrimination
- not to resort to punishment, violence, physical or verbal abuse and not to tolerate them in the community, to prevent harassment
- ensure and maintain gender equality in all its activities and workplaces, with opportunities for career progression within the framework of gender equality and maintaining equal pay from recruitment onwards
- maintain work-life balance with respect for parents and carers
- select and evaluate its suppliers on the basis of legal compliance and adherence to and sharing of the above principles

This strategy document provides a framework for setting and reviewing improvement objectives.

The policy is communicated to employees at their workplaces and made available to interested parties at www.novamosilana.cz.

In Brno, 17.7.2024

Ing. Pavel Zezula
Chairman of the Board of Directors
Nová Mosilana, a.s.

Paolo B.Consolandi
Chief Executive Officer
Nová Mosilana, a.s.