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DECISION of the Chairman of the Board No. 0 RPP 003 17

I. INTRODUCTORY PROVISIONS

1. Purpose of issuance

One of the permanent goals of the company is to ensure a satisfaction of customers, employees and all interested parties. This is the main purpose of issuing a Corporate Social Responsibility Policy.

2. Scope of validity

Group of subjects ČZ a.s.

II. RELATED DOCUMENTS

Organizational rules

ISO 9001

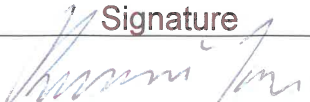
IATF 16949

VDA 6.1

„Safe Enterprise “

Legal and other regulations

Internal documentation

ISO 9001, VDA 6.1, IATF 16 949, „Safe Enterprise“	Revision status: 1
Date of issuance: 9.3.2017	
Chairman of the Board ČZ a.s. Ing. Jan Kuneš	Signature 

Corporate Social Responsibility - ČZ a.s.

The company ČZ a.s. **undertakes to comply with** the legislation of the Czech Republic, **to conduct** with moral and ethics, **to follow** the agreed conditions, to refrain from the corruption in particular (contact telephone number 2713 – the legal department) and from misuse of information for its own benefit; and to all interested parties which can be influenced in the course of the business.

In relation to our **customers, we respect** the legal and contractual conditions, especially by:

- **Improving certified systems of management** – quality, work safety and environment,
- **Modernizing infrastructure and technology,**
- **Lowering the costs of products and services** effectively.

We **prove** following these conditions by maintaining the systems of management certificates mentioned and customer satisfaction.

In relation to our **employees, we respect** the legal requirements, especially in area of:

- **Work safety conditions,**
- **Equal treatment and equal remuneration,**
- **Support of motivation and loyalty,**
- **Rejecting any discrimination**

The employee satisfaction **is fulfilled** by keeping the above requirements and related arrangements based in the **Collective Agreement** and company management documents.

In relation to **other interested parties, we respect** the legal requirements and contractual agreements and we continually and effectively maintain and improve:

- **Financial management** – we maintain **financial stability** of the company and thus **increase** the safety/certainty of the employees and business partners
- **Management of safe working conditions** – we **lower** the hazards of accidents and occupational diseases by improving and modernizing the workspace, machinery and equipment
- **Environment** – we **improve** the environment protection – we continuously reduce the negative impacts of the enterprise by technological and technical measures, employee education and proper waste management

- **Human resources** – we **cooperate closely** with the educational institutions – we **provide** internship, part-time jobs and professional excursions to the students, we **significantly contribute to the employment** in the region – we offer job vacancies through the Employment Office
- **Public relations** – we **support** education, health care and culture in the place of business, we **provide** information to the public at www.czas.cz.