

## Policy, quality objectives and environmental protection

We are one of the leading companies in the field of sealing materials and seals, with a history stretching back more than 65 years. With the development of our production, we have acquired rich knowledge and experience in the field of sealing technology. We produce technologically advanced, environmentally-friendly products, which have enabled us to gain a global presence in the chemical, petroleum, automotive, electric power and food industries, and in construction, engineering and shipbuilding. We offer comprehensive solutions and consulting services in the field of static sealing, are environmentally conscious, and build good relations with business partners and the local community.

Our goal is to become one of the leading global providers of static sealing solutions, deliver innovative high-quality products and services, and develop comprehensive solutions in cooperation with our customers.

We provide a range of activities in the company, which prioritises the ongoing improvement of quality management system efficiency, as well as the continuous improvement of products and processes, thereby satisfying our customers' requirements and increasing their satisfaction. We encourage good cooperation and innovation of our employees and ensure that workplaces are staffed by well trained, competent and motivated employees who can carry out even the most demanding tasks.

We ensure regular and effective communication, for a long-term cooperation with our customers and suppliers. Customer satisfaction is regularly assessed with the aim of taking actions and systematically improving our products and processes. Among others, communication with customers includes an efficient customer services system with regard to providing technical advice on the correct use of our products and familiarisation with innovations. We have established effective communication systems within the company.

We comply with internal and statutory regulations and legislation, providing a safe working environment without health hazards.

### Environmental policy

At Donit, we are aware of our responsibility towards the environment, therefore we have developed an environmental policy to improve our processes in a way that minimizes the impact on the working and wider environment. Due to its importance, environmental policy, health and safety at

work measures, and socially responsible behaviour are constituent parts of the company management policy, enabling us to create values for owners, employees and the public.

We undertake to:

- incorporate environmental protection measures into the development strategy, annual and operational plans, including anticipated measures, resources, holders, contractors and deadlines to reduce the negative effects on the environment;
- monitor and measure emissions and environmental effects, and take appropriate action in the event of deviations;
- improve the implementation of environmental protection measures by following environmental regulations;
- use technologies, materials and components which comply with domestic and foreign environmental standards;
- strive for the reduction of waste, and rational use of energy resources;
- develop products with minimum environmental impact throughout their life cycle;
- educate, train and encourage employees to act responsibly towards the environment.

Our priority objectives are:

- to reduce the amount of hazardous waste;
- to separate collection and recycling of waste as well as reduce waste for disposal;
- to use energy products, raw materials and natural resources rationally;
- to replace dangerous substances with less harmful alternatives.

We ensure that our employees are familiar with and understand our quality policy, and that its suitability is routinely evaluated through management reviews.

In the framework of the company's business plan, quality objectives and environmental protection objectives are determined each year. Objectives classified in detail for individual processes, including environmental protection objectives, are monitored in a special table of annual company objectives via our website. Company management regularly monitors the implementation of set objectives, eliminates irregularities, takes action and implements improvements and thus contributes to the ongoing improvement of the quality of products and processes in all fields of operation, demonstrating personal commitment to these objectives.