

Quality, Environmental and Occupational Health & Safety Policy

INTEGRATED MANAGEMENT SYSTEM | IMS-CEE-QMA-005 | Version 03

Applies to: CE ENGINEERING s.r.o. | Issue date: 18 September 2026

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Management and all employees recognise their responsibility to meet the requirements of interested parties, particularly the owner, business partners, employees, public authorities and society as a whole. We therefore establish this policy for quality, occupational health and safety, and environmental responsibility. The policy reflects the company's activities and organisational context and supports the establishment and maintenance of its strategic direction. Our core business is the design and supply of equipment and plant packages for power generation projects, with a particular focus on steam turbine hall systems.

Our role in the market and in society

- We aim to promote forward-looking ideas.
- We are, and will remain, advocates of cooperation.
- Our employees demonstrate commitment, creativity, personal development and a shared focus on team objectives.

Our business priorities

- High-quality, technically advanced solutions delivered on time.
- Sound financial performance.
- Customer satisfaction and due consideration of the needs of other interested parties.
- Teamwork and a flexible, qualified workforce.
- Environmental responsibility, ethical business conduct and operations that are safe for employees and the surrounding community.

Our values

- Common sense and sound judgement.
- A positive mindset.
- Responsibility, reliability and trustworthiness.
- Personal development and respect for each individual.
- Openness and teamwork.

How we work

- We want CE ENGINEERING to stand for success, creativity, openness and flexibility.
- We give our customers a level of care that exceeds customary practice.
- We work as a team, delegating both authority and responsibility.
- We work with interest and commitment, prioritising stability and success over short-term profit.
- We celebrate success and use setbacks as motivation to redouble our efforts.
- We plan, analyse and continually improve our activities.
- We continue to learn and use modern technology in our work.
- We regard employees as a strategic factor in the organisation's development.
- We reject corruption.

Our objectives

- To be among the best and most successful and to communicate our achievements.
- To ensure the satisfaction of our customers and owner.
- To meet safe operating requirements and provide safe and healthy workplaces.
- To minimise the adverse environmental impact of our activities.
- To contribute to our country's development by generating profit and paying taxes.
- To support employee creativity, performance and personal development.
- To minimise occupational injuries, occupational diseases and incidents.

How we achieve our objectives

- Involving all employees and developing their competence and qualifications.
- Motivating employees to engage fully in our work.
- Monitoring and improving business performance.
- Promoting a systematic, process-based approach and considering risks.
- Complying with internal rules, legislation and other requirements applicable to our activities.
- Providing the resources needed to establish, implement and continually improve the integrated management system.
- Developing, guiding and supporting the organisational culture.
- Ensuring participation and consultation of all employees and their representatives in activities relating to occupational health and safety, the environment, production quality and service quality.
- Requiring all employees to follow established principles and procedures.
- Planning and evaluating progress against agreed plans.
- Analysing the effects of our activities on production quality, the environment and occupational health and safety.
- Ensuring safe operations, periodically evaluating analytical findings and pursuing continual improvement.
- Protecting workers by preventing occupational injuries and protecting them from reprisals when reporting incidents, hazards, risks and opportunities.
- Increasing every employee's awareness of their responsibility for their own health and the health of others.
- Communicating the importance of the integrated management system.
- Applying a graded approach to quality requirements.

Responsibility and approval

Company management is responsible for ensuring that the policy is understood, applied and maintained at every level. This policy was approved and issued by the company's statutory directors.

Petr Kryl - Chief Executive Officer, Statutory Director

Tomáš Zelenka - Project Delivery Director, Statutory Director

The Czech original was digitally signed by Petr Kryl on 22 September 2026 at 10:10:38 +02:00 and by Tomáš Zelenka on 22 September 2026 at 10:17:32 +02:00.