BUSINESS CONTINUITY POLICY (ISO 22301)

We use a Business Continuity Management System according to the CSN ISO 22301 standard. Our constant goal is to maintain customer confidence in the reliability of our company's deliveries, even under very difficult conditions. We have therefore adopted a business continuity policy with the motto:

We will keep the business going under any circumstances

We fulfil this basic motto by focussing on the following principles:

1. **We consider threats to business continuity**
   a) We analyse the threats to our business from the severe, devastating effects of natural disasters and industrial accidents.
   b) Threats, mitigation and measures in case a disaster or accident occurs are addressed through risk management.
   c) The business continuity management system is an organic part of the overall management of the company, we apply the principle of continuous improvement.

2. **We are taking measures for preservation and restoration**
   a) In the event of a natural disaster or industrial accident, we prepare measures to **save** the lives and health of employees and others on our premises, and to minimise damage to property.
   b) We are also preparing measures to **restore** the sites and their production capacity as quickly as possible.
   c) We have established groups for both the rescue period (crisis management team) and the recovery period (production recovery team).

3. **We maintain documentation for business continuity**
   a) We process the Business Continuity Plan, and keep it up to date. It is a top-level document that sets out very specific procedures for both rescue and restoration.
   b) All OSH, EMS and other emergency plans must be developed to, among others, support the implementation of business continuity measures.

4. **We are looking for reserves outside our own premises**
   a) We have identified operations that could be implemented in cooperation with other companies during the ongoing rescue and recovery period.
   b) We negotiate with our cooperants and provide them with conditions for possible production assistance.

Dr. Jindřich Houžvička
CEO

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