

QUALITY AND ENVIRONMENT POLICY

PBS ENERGO, a.s. and **První brněnská strojírna, a.s.** are engineering-contractors incorporated in one organization and one integrated quality and environmental management system, particularly operating in industry and communal energy. The companies' business strategy focuses on the provision of products and services whose quality, reliability and low environmental impact meet the customers' demanding requirements. With their activities, the companies follow the PBS brand tradition, dated back to 1814, and solve both domestic and foreign customers' needs.

With announcing our Quality and Environment Policy, we have committed ourselves to constantly improve the quality and environmental management system, to prevent pollution of the environment as well as to meet the relevant requirements of legal regulations and other requirements relating to our company's business activities.

The management of PBS Energo, a.s. and První brněnská strojírna, a.s. has set and enforces this Quality and Environment Policy that is built on the noted long-standing strategy:

Our primary goal is to create prerequisites for increasing our domestic and foreign customers' satisfaction and trust.

We constantly strive for meeting the requirements of the implemented and applied quality and environmental management system, including monitoring and evaluating the environmental objectives, and search for ways to constantly increase its efficiency and prevent pollution.

We are building a company successful in our industry which means, within the free competition conditions, that we rely on qualified and dedicated employees.

We create and apply an environmental legislation evidence system as effective means for complying with all applicable laws and requirements thereof regarding the environmental protection.

We continuously strengthen our professional success through stabilizing the range of selected subcontractors that meet the most demanding requirements for quality of material supplies and services and respect the environmental protection principles.

On the long-term basis, we create prerequisites for increasing the work productivity and efficiency as well as personal satisfaction of all company employees.

We build our company's perspective development on a continuous employees' professional growth, including raising their awareness and knowledge in the area of environmental protection, creating favourable conditions for them to be able to provide high quality performance as well as improving protection of their health at work.

We enhance each employee's awareness of their transparent contribution, in terms of their personal responsibility, to achieving quality outputs for the end customer and reducing the impact of company's activities on the environment.

Responsibility of Management

- create conditions for the company development, implementation of the Quality and Environment Strategy and Policy
- implement, evaluate and improve QEMS
- provide necessary resources for implementing company's plans in ensuring quality of products and environmental objectives

Responsibility of Employees

- comply with set QEMS procedures
- personal responsibility for quality of the work done and contribution to reducing impacts of their own work on the environment
- active approach to the company development

Brno, on 15 January 2018

Jiří Čermák
Certification and Guideline
Department Manager

Ondřej Košťál
Assigned to the function of CEO