

	<h2>Quality policy</h2>	Dok.nr: PR1-A01-F01
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KOH-I-NOOR PONAS s.r.o., as part of KOH-I-NOOR MACHINERY

in the KOH-I-NOOR HOLDING group,

is a medium-sized company located in Polička in two establishments. It has almost 75 years of tradition and experience in the field of plastic injection mold manufacturing and over 50 years of experience in plastic molding. Since 1991, it has also been producing blow molds. The production is mainly focused on technical moldings from the fields of automotive and electrical engineering, cosmetics and medical technology. The top management of the company realizes that the introduction, maintenance and continuous improvement of a quality management system, an environmental management system and an information security management system is not only one of the prerequisites for prosperity and competitiveness in the current markets of mold and pressing manufacturers, but also a device for improving and further developing the company and contributing to a sustainable way of life on Earth. Top management of KOH-I-NOOR PONAS s.r.o. announces this ISM policy built on these six pillars:

1. To the relationship with the customer

- getting to know, analyzing and meeting the current and future needs and requirements of our customers
- measuring customer satisfaction and deriving other activities based on the results of these measurements

2. To the relation to quality

- to ensure the high quality of our products and services using appropriate technologies, qualified equipment and knowledge in the field
- introduce new methods for quality assurance

3. To the relationship with suppliers

- ensure quality input materials by selecting qualified suppliers
- create open communication and mutually beneficial relationships with suppliers

4. On the relationship to continuous improvement

- continuous improvement of product quality, increasing efficiency and effectiveness of all processes, ISM and continuous risk analysis and improvement measures
- using employee incentives to improve the performance of all processes and activities

5. To the relationship with employees

- take care of ongoing education, professional development and training of employees
- involve employees in teamwork in maintaining, improving and developing ISM
- motivate employees financially, with the environment, approach and opportunities for professional growth
- employee code of ethics – rules for employees, anti-bribery and corruption policy, ethics escalation policy

6. Regarding the relation to the procedural approach

- defining processes and perceiving activities in the organization as mutually influencing processes
- planning and ensuring the availability of resources needed for the implementation of processes
- Implementation, development, and continuous improvement of the ISM in accordance with ISO 9001, IATF 16949, ISO 14001, and ISO 45001, leading to the fulfillment of the needs and expectations of customers and all interested parties (see separate EMS and

Mandatory elements:

1. Social responsibility in the region - ecological and safe products - employment - awareness
2. Social responsibility in the global world – human rights, ethics, international standards, transparency, rule of law
3. Security - protection of personal data and information - protection against leaks and misuse - availability - integrity - confidentiality

Commitment of the company's top management:

We strive to meet our customers' requirements, legal requirements and other requirements, thereby satisfying our customers' satisfaction and contributing to the continuous improvement of working conditions and prevention of ISM risks, while striving to eliminate hazards and limit information security and safety at work and maintaining a deep respect for life environment. We realize that it is important that the development of our activity is compatible with environmental protection, including pollution prevention. Therefore, to the extent of our possibilities, we commit ourselves to reducing the consumption of natural resources. Through the establishment of goals with the participation of workers, either directly or through their representatives in terms of quality, environment, information security and health and safety, its monitoring, customer satisfaction reports and other tools, we will monitor and pay attention to the development of our ISM, identifying opportunities to improvement and new goals. We are committed to disseminating this policy to all employees and making it available to interested parties.

In Polička 06.05.2026

Roman Vavříček - Quality Manager



In Polička 06.05.2026

Ing. Robert Záboj, Ph.D., MBA - Statutory Director

