

We are pleased to work with state-of-the-art technologies meeting customers' highly demanding requirements.

GROWTH

SUCCESSFUL ACHIEVEMENT OF SMALL OBJECTIVES WILL NOT ENSURE THE GROWTH. ONLY AMBITIOUS GOALS THROUGH DIFFICULTIES IN FULFILLING THEM WILL GUARANTEE THE FUTURE.

INNOVATION

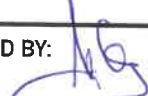
NO PRODUCT HAS FINAL FUNCTIONALITY, QUALITY, TECHNOLOGY AND ECONOMICS. THERE'S ALWAYS ROOM FOR IMPROVEMENT.

COMMUNICATION

COMMUNICATION IS THE BASIS FOR UNDERSTANDING. CONSTANT AND CORRECT COMMUNICATION IS THE BASIS OF RELATIONS BETWEEN EMPLOYEES AND IS ALSO THE BASIS OF TEAMWORK AND ERROR-FREE WORK.

QUALITY

HIGH QUALITY PROVIDES US A SATISFIED CUSTOMER, JOB CONTENTMENT AND A PROMISING FUTURE. QUALITY MEANS NOT ONLY THE QUALITY OF FINAL PRODUCT BUT ALSO THE QUALITY OF THE LIFE AND WORK ENVIRONMENT.

S-M1-01-PŘ1 REVIZE05	ISSUE DATE: 22.4.2022	ISSUED BY: Management	REVIEWED BY:  Ing. Pavel Vydra	PAGE: 1 / 3
-------------------------	--------------------------	--------------------------	---------------------------------------------------------------------------------------------------------------------------	----------------

- The management accepts responsibility for the effectiveness of the IMS and has determined the evaluation of process-targets in accordance with the context of the organization, taking into account internal and external aspects and considering risks and opportunities.
- The management constantly creates the necessary organizational, personnel and financial resources for the maintenance, development and continuous improvement of IMS (ISO 9001:2015; ISO 14001:2015; legal requirements)

CODE OF ETHICS

The basis of MODELÁRNA LIAZ's activities is the behavior and actions of all employees towards the company, co-workers, customers, business partners and the public.

CUSTOMER

all our activities are aimed at customer satisfaction

COMPANY

the interest of the company is a priority, my satisfaction also depends on its prosperity, the good name of the company is connected with my actions

SUPPLIER

the most suitable supplier is a valued business partner that will allow us to have satisfied customers

QUALITY

we perform our work in such a way that the quality of our products and the level of provided services are constantly improving

COMMUNICATION

we respect each other, we communicate openly, we respect good interpersonal relationships as well as relationships between subordinates and superiors

TEAM

the basis of our success is mutual cooperation and equal attitude to all employees

DEMANDS

we place high demands on ourselves, we fulfil work tasks responsibly, with quality and on time, with the aim of company development and professional growth

ECONOMICS

we act efficiently and economically, protect the company's assets and increase the efficiency of the project

ENVIRONMENT

we support healthy workplace environment and our work contributes to a safe, clean and ecological environment

S-M1-01-PŘ1 REVIZE05	ISSUE DATE: 22.4.2022	ISSUED BY: Management	REVIEWED BY: 	Ing. Pavel Vydra	PAGE: 2 / 3
-------------------------	--------------------------	--------------------------	-------------------------------------------------------------------------------------------------------	------------------	----------------

ECONOMIC RESPONSIBILITIES

- The employe equality is embedded in our business values, business plan and overall organization culture
- The Code of Ethics is applied in the daily conduct of all employees, towards our customers and suppliers
- We strictly comply with the legal regulations that govern our processes, we constantly monitor and implement them into internal regulations

SOCIAL RESPONSIBILITIES

- We only employ people who meet the conditions set by law
- We offer flexible working conditions, such as part-time work or homeoffice
- We respect the privacy and human rights of employees
- We not prevent employees from forming unions and associating
- We reject unacceptable treatment of employees such as harassment or discrimination
- We have established internal policies and procedures preventing all forms of violence and sexual harassment at work
- We cooperate in education with secondary vocational schools and universities
- We keep running on company-financed education and training programmes
- Our goal is to invest in workplace policies and programmes that open avenues for everyone's advancement at all levels and across all business areas
- We pay equal remuneration, including benefits and bonuses, for work of equal value.
- All the employees on every position get more than a minimum living wage

ENVIRONMENTAL RESPONSIBILITIES

- We support healthy working conditions
- Through our work, we contribute to a safe, clean and ecological environment
- We assess the impact of our activities and products on the environment
- We use modern materials, technologies and procedures to prevent adverse effects during use and disposal.

WE DEMAND SOCIAL RESPONSIBILITY AND SUSTAINABILITY FROM ALL OUR PARTNERS

S-M1-01-PŘ1 REVIZE05	ISSUE DATE: 22.4.2022	ISSUED BY: Management	REVIEWED BY: 	Ing. Pavel Vydra	PAGE: 3 / 3
-------------------------	--------------------------	--------------------------	-------------------------------------------------------------------------------------------------------	------------------	----------------