

The management of the company GOHR, s.r.o., Veľký Šariš, whose main focus is the production of heavy steel structures, including their implementation in the field of engineering and water structures, production and repair of technical pressure equipment is committed to the continuous development of the company.

Our **strategic vision** is to create a company which is stable, capable of achieving the expected results in the long run, as well as prosperity in the production, business and all services associated with this activity, with the needs and wishes of our interested parties as the main source of further development of the company.

Our goal is to do our utmost to provide our customers with **high quality** products that increase their satisfaction and loyalty to our company as a stable partner.

Our main tasks include **environmental care and the promotion of sustainable development** as an integral part of life on Earth.

Ensuring the **safety and protecting the health** of our employees, visitors, suppliers working in our company is a priority.

GOHR's management shall:

- **continuously improve management systems** in the areas of **quality**, **environment**, **energy**, and **health and safety at work by means** of effective process management, maximum use of inputs and systematic reduction of the risk of incidents;
- comply with all **applicable legal requirements** as well as requirements arising from **voluntary commitments** towards stakeholders, including meeting the **requirements of the customer** as a stakeholder with a special status;
- use all available opportunities to **adequately inform** employees, customers, suppliers, persons taken into care and other general public in all areas of the integrated management system;
- raise **awareness** of the employees and the persons taken into care of their share in the effectiveness of the management systems by continuous education;
- motivate staff to achieve **quality**, **OSH**, **environmental** and **energy targets** using a number of instruments;
- GOHR's management **considers the quality management system, the environmental management system, the energy management system and the Occupational Safety and Health management system** an integral part of the **integrated management system of the company**.

With respect to the specific requirements of individual parts of the integrated management system, GOHR's management further undertakes:

Quality

Relationship to the customer

- Z1 The **customer** is the principal **evaluator** of the quality of our business.
- Z2 Our strategic role: **Customer, our partner**.
- Z3 Our goal is to **keep our current market position**.

Relationship to employees and persons taken into care

- M1 Every employee believes in the importance of quality of products and processes for the company's prosperity and knows their **responsibility and position in the QMS**.
- M2 **Quality and responsible work** is a guarantee of the company's success. We use fault **prevention** as one of the tools for improving process quality.
- M3 We create **working conditions**, that increase employee **awareness of the company and loyalty**.

Relationship to suppliers

- D1 We only work with **reliable and competent suppliers** with a stable quality of supply. In the **long term**, we build close cooperation with leading suppliers of products and services.
- D2 We evaluate them, select them and **develop cooperation** so that they are able to deliver the products exactly according to our specifications, needs and to meet and exceed our expectations.

Relationship to the quality system

- S1 Our aim is to ensure **compliance with the requirements** of the **EN ISO 9001** standard to meet the requirements of the quality management system.
- S2 The company provides the necessary **support** to ensure the operation of all processes, their measurement, monitoring and analysis in order to achieve the planned results and **continuous improvement**.

Environment Energy

Relationship towards the society and the environment

- P1 The company respects **optimal provision** and use of the necessary **resources and energy management**.
- P2 We improve **working space and the environment**.
- P3 We operate and implement **new technologies** while minimizing negative environmental impacts and optimizing the use of raw materials and energy.

Relationship to employees and persons taken into care

- M4 We conduct our activities while **preventing and minimizing** damage to the environment and managing energy consumption.
- M5 We use a comprehensive system of **employee education and training** to continuously increase their awareness and the necessary knowledge on environmental issues and energy management.

Relationship to suppliers

- D3 We place emphasis on reducing the **negative impact of purchased products** on the environment.

Relation to the environmental system and the energy system

- S3 We consistently comply with the obligations arising from **applicable legislation** and other requirements that we have committed to fulfilling in the field of environment and energy management.
- S4 At regular intervals, we **inform the public** about our environmental impacts.

Safety

Relationship towards the society and the environment

- P4 We increase operational safety, and when implementing new technologies, upgrading and repairing the equipment, we place an emphasis on **their safety and working environment safety**.
- P5 We are increasing and constantly improving the level of health and safety management at work to **reduce potential health threats** associated with technological processes, technical equipment, human activities and the working environment.

Relationship to employees and persons taken into care

- M6 We provide regular training, qualifications, staff courses and develop **awareness of the OSH principles** in order to lead our employees towards work safety, health protection, and educate them to use good and safe practices at work.
- M7 In order to prevent accidents, injuries at work, occupational diseases or health damage, we **comply with the applicable rules and legal regulations** and enforce their observance by our employees.
- M8 Based on identified dangers, threats, risks, we create working conditions to **eliminate the adverse health and property risks**.
- M9 We plan and provide **adequate resources** to continuously ensure health and safety at work.
- M10 We **inform employees** about the OSH findings, especially in the area of workplace health risks.

Relationship to suppliers

- D4 We create OSH conditions for **cooperation with contractors**.

Relation to the OSH system

- S5 We consistently comply with the obligations arising from **applicable legislation** and other requirements that we have committed to fulfilling in the field of OSH.
- S6 **We issue guidelines and instructions** to ensure safety and health at work in accordance with legal regulations.

Every employee of the company is responsible for **ensuring the quality of their outputs**, for protecting the **environment**, for efficient **energy** management, **as well as for their own safety and safety of their co-workers at workplaces**. The company management creates conditions and therefore expects everyone to be **fully committed** in implementation and observance of the principles and procedures defined in the company's documentation.

This integrated policy is the most important document in the company, and all workers shall become acquainted with it, shall identify with it, and to comply with it they shall meet specific **goals and indicators** that are issued as a stand-alone document.