

INTEGRATED MANAGEMENT SYSTEM POLICY OF OPTOKON COMPANY

The management of OPTOKON, a.s. declares the policy for the Integrated Management System and at the same time undertakes to fulfill the requirements of the Quality Management System (QMS), Environmental Management System (EMS), accreditation of the Calibration Laboratory (CL) and Testing Laboratory (TL), the State Quality Verification System (SOQ), and Occupational Health and Safety (OHS) management. The management is committed to its continual improvement, effectiveness, and the provision of resources to achieve the set objectives arising from the company's development strategy.

The Integrated Management System Policy is based on the company's strategic plan:

1) In the area of management:

- Increase the role and responsibility of managers at all levels of management.
- Engage and utilize the abilities of all employees for the benefit of the company.
- Focus on stronger employee motivation based on their performance results, further build trust among employees, customers, and suppliers in the credibility and prospects of the company.
- Strive for and create conditions for permanently mutually beneficial supplier relationships.
- Through a thoughtful and prudent policy in the field of subsidy programs, secure financial resources for research, development, and innovation.
- Improve the qualification of employees in all areas of the Integrated Management System so that they are capable of fulfilling tasks.
- Consider maintaining, developing, and improving the Integrated Management System as one of the most important tools for managing processes necessary for the company's effective operation.

2) In the area of QMS:

- Build a strong customer-oriented company operating in both domestic and international markets in the production of active and passive optoelectronic components, with a strong focus on durable products for demanding environments, capable of meeting the requirements of our current and future customers.
- Permanently focus on in-house development, cooperation with research institutions, universities, testing bodies, and equipment services for projects requiring an individual approach to technical solutions of customer requirements.
- Enhance the image of the OPTOKON brand.
- Achieve high product quality through systematic monitoring, evaluation, and improvement of processes.
- Implement the expansion of the corporate strategy towards the delivery of comprehensive communication systems according to customer requirements. Increase awareness among potential customers of the quality level and possible applications of the company's products.
- Expand the offer of related services, including consultancy and training, as well as after-sales services with an emphasis on service provision.

- Develop employee qualifications, knowledge, and skills with an emphasis on training new experts, inspire employees to develop individual elements of quality and to continuously improve the Quality Management System.

3) In the area of CL and TL accreditation:

- Ensure impartiality of actions of CL and TL staff in all activities performed.
- Safeguard the confidentiality of all information obtained during laboratory activities.
- Fulfill customer requirements in compliance with the ČSN EN ISO/IEC 17025 standard.
- Define competencies of CL and TL personnel in such a way that continuous improvement of the activities performed is ensured.

4) In the area of EMS:

- Ensure, in accordance with applicable legislation and other requirements, environmental protection in all activities.
- Consider care for the environment as an integral part of company management.
- Prefer new work procedures and new technological equipment. By using them effectively, optimize the consumption of energy and raw materials, thereby continuously reducing environmental impact.
- Define responsibilities and authorities of employees in relation to the environment, as well as responsibility for following procedures minimizing the occurrence of emergency situations.

5) In the area of SOQ:

- Innovate and further develop the product portfolio for the military sector.
- Within the implementation of configuration management guidelines (AQAP 2110), guide company personnel to adopt the systemic framework of the Integrated Management System.
- Develop and improve the system of functional testing and product reliability.

6) In the area of OHS and Fire Protection:

- Continue reviewing the nature and scope of risks in all company activities with the aim of preventing accidents and occupational diseases.
- Measures to reduce potential risks will continue to comply with legal and other requirements and will be consulted with employee representatives to achieve continuous improvement in this area.
- Within the product portfolio, the company will focus on improving the safety of delivered products.

Valid from: January 16, 2025