

INTEGRATED POLICY

Quality · Environment · Energy · Occupational Health & Safety · Social Responsibility · Gender Equality

Nová Mosilana, a.s.

Our Commitment

Nová Mosilana, a.s. is committed to high product quality, customer satisfaction, increasing the efficiency and performance of its processes, continuous improvement, responsible use of resources, and the protection of people and the environment. To achieve these objectives, we maintain an integrated management system certified in accordance with ISO 9001, ISO 14001, ISO 50001, SA8000, and UNI/PdR 125 standards. Our management approach is also inspired by the requirements of ISO 45001, and we comply with the ZDHC Protocol.

Legal Compliance and Transparency

- We comply with all applicable legal requirements, standards, and regulatory obligations
- We maintain transparent and cooperative relationships with public authorities
- Our policy and objectives are available to employees and external stakeholders on our website www.novamosilana.cz

Occupational Health and Safety

- We protect the health and safety of employees and all other persons through the principles of responsibility, precaution, and prevention
- We prevent workplace injuries, occupational illnesses, and emergency situations while continuously improving our processes
- We pay particular attention to the needs and protection of vulnerable and disadvantaged individuals

Environment and Energy Management

- We reduce emissions through the use of renewable energy sources, modernization of buildings, and the implementation of new technologies
- We reduce energy and water consumption by monitoring and optimizing processes in accordance with our Energy Management System (EnMS)
- We procure energy-efficient products, services and raw materials that are respectful of animal welfare and the environment
- We are committed to the continual improvement of energy performance and to providing the information and resources necessary to achieve our energy objectives
- We prioritize sustainable and environmentally compatible solutions in all operational decisions, starting from the very design stage.

Working Conditions and Social Responsibility

- We prohibit and do not support forced labour or child labour
- We guarantee the right to freedom of association and collective representation without interference
- We do not tolerate any form of discrimination, harassment, or physical or verbal abuse
- We promote work-life balance and respect parenthood and family care responsibilities.

Gender Equality

- We ensure equal opportunities, career development, and pay equity regardless of gender, from recruitment through everyday working practices
- We monitor and evaluate gender equality across all workplaces and business processes

Employee and Supplier Engagement

- We educate and inform employees, employee representatives, contractors, and suppliers about risks, objectives, and expectations
- We promote regular communication, consultation, and employee involvement in continuous improvement initiatives
- We select and evaluate suppliers based on legal compliance and alignment with these principles.

Continuous Improvement

This Policy provides the framework for establishing and regularly reviewing the objectives of our Integrated Management System. When identifying risks, planning activities, and evaluating system performance, we consider the context of the organization, the needs and expectations of interested parties, and our compliance obligations. Objectives and improvement actions—whether technical, organizational, or process-related—are designed to achieve sustainable and continuous improvement through the application of the best available solutions and resources.

Brno, 1. 9. 2026



Ing. Pavel Zezula

Chairman of the Board of Directors, Nová Mosilana, a.s.



Sandro Olivotto

Chief Executive Officer, Nová Mosilana, a.s.