

	Hlavný dokument / Main document <b>Politika kvality a environmentu</b> <b>Quality and environment policy</b>	Document No.:	HD-R01-01
		Processed:	Marian Habarka
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## Company Policy

We are a dynamic, responsible, customer-oriented contract tannery company. Our production program includes the entire vertical from processing raw hides to producing finished, treated leathers of all kinds. This makes us one of the few contract tanneries in Europe that can offer our customers such a wide range of services.

Our main interest, along with satisfied, motivated, and competent employees, is to achieve the highest level of quality with maximum regard for sustainability and reliably deliver processed goods to our customers on time. To be a strong and profitable company and remain so in the future, it is important to continuously improve efficiency in all areas.

We manage all our activities with an established IMS (Integrated Management System), through which we ensure high process efficiency, continuous improvement, and measurability of our development.

## Infrastructure

Just as we manage and perform our processes and activities in an environmentally friendly manner, we also protect our employees. We direct our investment resources to ensure that our machines and buildings are always as modern as possible.

Through innovation, consistent maintenance and responsible operation, we ensure the improvement of product quality, minimize negative impacts on the environment, protect the health of employees and thereby increase the company's competitiveness.

## Occupational Health and Safety

The safety and health of all our employees are central pillars of our company philosophy. Our employees participate in the continuous improvement of occupational health and safety. We continuously take active actions to prevent workplace injuries and achieve zero accident rates.

Injury prevention also includes ensuring the safety of third parties, as well as preventing property damage and occupational diseases.

## Employees

We guarantee equal treatment and strictly reject any form of discrimination. We support equal opportunities, inclusion, and diversity in the workplace. We ensure fair working conditions and respect human rights in all our activities.

One of our priorities is the development of employees, whom we support through training and further education, actively involving them in the company's progress. We pay great attention to finding young talents to train them for our specific profession.

Teamwork, a good working atmosphere, personal responsibility, and overall employee satisfaction are essential prerequisites for our growth.

Our company policy is a commitment for all employees.

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## Social Responsibility and Corporate Governance

Our company focuses on creating positive relationships with employees, suppliers, customers, and communities. We adhere to principles of ethics, fairness, and care for the well-being of all stakeholders.

SlovTan adheres to the highest standards of governance and management. We ensure transparency and accountability in all our business activities. Our decision-making processes are based on ethical principles, considering the interests of all stakeholders, and we strictly reject any form of bribery and corruption. We ensure compliance with legislation and regulatory requirements.

## Environment and Technology

As a tannery company, we have a special responsibility towards the environment and climate protection. We evaluate and proactively address the resulting tasks.

With an innovative approach to development, we continuously seek the latest environmentally friendly technologies to offer our customers sustainable products of the highest quality. The same applies to our waste management and handling of by-products. We constantly strive to find the best available solutions to further valorize waste and by-products.

We invest in energy-saving technologies and optimize energy consumption. We use renewable energy to minimize our carbon footprint.

We optimize water consumption and implement technologies to minimize our impact on water resources.

We monitor and reduce emissions of harmful substances into the air, water, and soil.

We use environmentally friendly materials and chemicals in the production process.

SlovTan ensures that all activities carried out are in accordance with the ISO 14001, LWG, EU Deforestation Regulation (EUDR) and relevant legal regulations.

## Quality

We strive for the principle of zero defects. This means learning systematically from one-time mistakes to ensure they do not recur. Emphasis is placed on the application of certified systems according to the ISO 9001 to ensure and visualize continuous improvement in all areas.

## Customers

We are a contract tannery and refine goods that belong to our customers. With great responsibility, we offer a high degree of flexibility and understanding of their requirements and wishes. We maintain partnership relationships with all customers and suppliers, relying on honest and transparent communication and open and constructive problem-solving.

We commit to responsible business practices and proactive actions within the three pillars of business: Environmental, Social, and Governance (ESG).