

GRINITY MANAGEMENT POLICY

Management policy principles

Grinity Management policy builds on our strategy to create long-term sustainability. We are a professional team with the long international experience and a solid client base. We strive to continuously improve internal processes to meet all legal, financial, and other requirements.

Quality Management

- **Clients focused** to understand their current and future needs, to meet their requirements with a constant effort to fulfill their expectations.
- **Reliable and professional guarantee** of broad competence and quality.
- **Creating mutually beneficial supplier relationships** based on trust, fairness, and professionalism.
- **Open access to information** for clients and employees and transparent decision-making based on facts.
- **Presentation of our services** to improve awareness of new solutions.
- **Continuous education** of our employees, associates, and business partners.

Environmental Management

- **Improving quality of life** by respecting the strictest requirements for environmental protection.
- **Promotion** of environment-friendly technologies. Purchase and renewal of existing devices or equipment to minimize the negative impact on the environment.
- **Management of environmental aspects** and continuous efforts to prevent adverse effects on the environment.
- **When selecting suppliers**, considering their approach towards the environmental protection.
- **Prevention of emergencies** to minimize the negative impact on the environment.

Health & Safety Management

- **Prevention and protection** of employees, associates and business partners from injuries and accidents.
- **Health and safety protection** are valued on the same level as other key company values.
- **Personal responsibility and health and safety protection** are integrated into the daily behavior of each employee.
- **Management of safety risks**, their elimination or minimization.
- **Cooperation with experts** in health and safety to train employees and co-workers on new legal requirements.
- **Monitoring and evaluating** the health and safety system performance.

Grinity Values:

We are guided by our core values and create a unique Grinity culture. A culture that focuses on professionalism, quality of service, and social responsibility. The essence of our cooperation is extensive expertise and flexibility.

- **People First** - People are our foremost priority. We respect each other and create a work environment that contributes to development, job performance, and success.
- **Company culture** - We support the development of a company culture in which our people can grow, work, and cooperate in creating an environment of openness, care and respect.
- **Integrity** – We build the highest professional and ethical standards.
- **Sustainability** - We strive to apply the principles of sustainable development in all our operations.
- **Diversity** – Employees are respected with their human and labor rights. Every employee at Grinity has equal opportunities for personal recognition and career growth, regardless of unique background or faith.
- **Corporate Social Responsibility** - We commit to contributing to the well-being of communities and society through various environmental and social measures. Our efforts are environmental and sustainable initiatives, charity work, and ethical labor practices.

In Prague, 11.4.2022

Ing. Pavel Čermák, CEO

