

## **QUALITY POLICY, ENVIRONMENTAL POLICY, HSE POLICY AND INFORMATION SECURITY MANAGEMENT SYSTEM POLICY**

IQS Group companies supply innovative sophisticated products with controlled micro and nano embossing or internal structure to international markets. They specialize in the development and production of security and nanostructured optics, and 3D nanoprinting.

At the core of IQS Group's international success is a team of engineers, scientists, and managers with many years of international business experience as well as extensive know-how in the development, design, and mass production of nano/microstructures for various industries.

IQS Group s.r.o.'s primary goal is to be a market and competitive organization whose main strategic objectives include:

- to be a major player in the global market for optical security features, to be a leader in the field of nanostructured optics and to be the first in the world to launch a 3D nanoprinter for mass production
- to use state-of-the-art technologies in its work
- to dedicate itself to research and development and to continuous innovation
- building and expanding the company's intellectual property, including its protection
- to ensure timely and flawless execution of orders at all times
- only work with quality suppliers of materials and services
- through its activities and the management of its employees, to create a positive attitude towards the environment and thereby minimise its negative influence and impact
- to lead employees to consciously reduce energy consumption, ensure waste recycling and reduce waste production. To strive to install lower resource consuming technologies within the company.
- the management is committed to ensuring safe and healthy working conditions for its employees, with an emphasis on the prevention of accidents at work.
- the company maps its risks and implements preventive approaches to eliminate hazards and reduce risks
- protecting the safety of employees, information, and property, for the benefit of customers, owners and other stakeholders, is of paramount importance to IQS Group s.r.o.. in the conduct of its business
- to continually improve the security of its employees, networks, buildings, and processes and to prevent damage caused by criminal activity or careless or irresponsible behaviour
- comply with legislative and other requirements relating to IMS
- the company is committed to continuous improvement of the integrated management system

### The management expects of the company's associates:

- consistent and accurate adherence to the procedures set out in the QMS, EMS, HSE, ISMS and SPMS documentation.
- use of common sense
- close cooperation, mutual support and consideration
- positive and negative feedback across the organisation and concrete action to be taken
- high accountability for the quality of own work
- avoiding mistakes through rigorous self-monitoring
- active cooperation in minimising environmental impacts

Petr Franc, Managing Director