

SOCIAL RESPONSIBILITY POLICY

The company KOH-I-NOOR RONAS sro, which is part of KOH-I-NOOR MACHINERY as in the KOH-I-NOOR HOLDING as group, is aware of its responsibility towards employees, customers, suppliers and the environment.

Our social responsibility policy follows **the Quality Policy, Environmental Policy and Code of Ethics of the company**, which together form the basis of our responsible and sustainable business. The goal of KOH-I-NOOR RONAS sro is to create long-term values that go beyond economic results and contribute to the sustainable development of society.

The management of KOH-I-NOOR RONAS sro sets the following responsibilities:

Responsibility towards employees	<p>We ensure a safe, healthy and ethical working environment in accordance with legal regulations and internal standards.</p> <p>We support equal opportunities, non-discrimination and respect for human rights.</p> <p>We support open communication, teamwork and employee involvement in process improvement.</p> <p>We respect employees' rights to privacy, dignity and fair treatment.</p> <p>We support the professional development of employees, education and qualification improvement.</p> <p>We respect the right and choice of all employees to form and join unions.</p>
Responsibility to customers	<p>We maintain and continuously improve our quality management system according to ISO 9001 and IATF 16949.</p> <p>We act transparently, fairly and in accordance with the company's Code of Ethics.</p> <p>We comply with all contractual, legal and customer requirements.</p> <p>We strive for long-term partnerships based on trust, quality and reliability.</p> <p>We actively support defect prevention, product safety and continuous improvement.</p> <p>We ensure the protection of confidential information and personal data of customers.</p>
Environmental responsibility	<p>We maintain and constantly improve our environmental management system according to ISO 14001.</p> <p>We respect the principles of sustainable development and minimize environmental impacts.</p> <p>We are guided by an Environmental Policy that sets out our environmental commitments.</p>
Responsibility in the supply chain	<p>We consider environmental considerations when selecting suppliers.</p> <p>We demand respect for human rights, occupational safety and fair business principles.</p> <p>We support transparency, responsible resource management and the prevention of corruption.</p>
Responsibility to society	<p>We support regional development, local employment and cooperation with local institutions.</p> <p>We behave as a responsible member of society.</p>

The management of KOH-I-NOOR RONAS sro is committed to actively promoting this policy, communicating it with all interested parties, regularly reviewing it, and creating conditions for its implementation.

In Rožnov pod Radhoštěm, on February 10, 2026


Ing. Daniel Komínek
Executive Director