

## Integrated Management System Policy (or IMS Policy)

includes

**Policy of Quality Management System (ISO 9001, ISO 13485, IATF 16949)  
Environmental Management System (ISO 14001)  
Information Security Management System (ISO/IEC 27001)  
Health and Safety Management System (OHSAS 18001)**

Enics Slovakia s.r.o. (hereinafter as „organization“) is focused on „Manufacture of electronics active non-implantable medical dental devices“ (ISO 13485), „MANUFACTURING OF POWER SYSTEMS AND ELECTRONIC DEVICES“ (IATF 16949) and on „PRODUCTION, SALE AND SERVICE OF INDUSTRIAL ELECTRONICS, ELECTRICAL APPLIANCES AND COMPONENTS“ (ISO 9001, ISO 14001, ISO/IEC 27001, OHSAS 18001) and it constantly realizes changes in order to improve the quality and to ensure safety of its products and services and increase IMS efficiency.

### Mission

Delivering innovative lifecycle solutions in electronics globally integrating into customers' value chains.

### Vision

EMS partner of choice for industrial electronics.  
(EMS - Electronics Manufacturing Services)

### Management team establish, implement and maintain a IMS Policy that:

- is appropriate to the purpose and context of the organization and supports its strategic direction, including the nature, scale and environmental impacts of its activities, products and services;
- is appropriate to the nature and scale of the organization's health and safety risks;
- provides a framework for setting and reviewing IMS objectives;

### Within The IMS Policy, organization is committed to:

- satisfy applicable requirements related to IMS and to maintain the effectiveness of IMS;
- at least the observance of applicable legal and other requirements that the organization has undertaken to fulfill and which relating the hazards of health and safety and identified environmental aspects;
- the protection of the environment, including prevention of pollution and other specific commitment relevant to the context of the organization (for example sustainable resource use);
- prevent injuries and damage to health and to continual improvement of IMS performance;
- fulfil its compliance obligations;

### IMS Policy also includes Corporate Responsibility Policies

The organization, through its Corporate Responsibility Policies, declares its commitment to the fight against bribery and corruption (an Anti-Bribery Policy), unethical behavior (an Employee Code of Conduct) and all-round non-discrimination (an Ethics Escalation Policy: „Whistle-Blowing Policy“):

- 1) We will not tolerate bribery and corruption in any form and at all levels without exception.
- 2) We undertake to review, report and deal with corruption in any manifestation of corruption, in accordance with the law.
- 3) We will not cooperate with partners who have been proven to be corrupt or corrupt another form of unethical behavior.
- 4) We exclude discrimination against our employees and other stakeholders based on gender, race, belief, orientation, and other relevant factors.
- 5) We are committed to creating a work environment with the greatest emphasis on social background, safety and ergonomics, mental balance.
- 6) Management Team is always open to any communication and properly investigates all received suggestions. The announcer has always guaranteed anonymity and impenetrability.

### The IMS Policy is:

- available, published and maintained as documented information;
- communicated, understood and applied within the organization;
- communicated with all the persons who the organization manage, taking into account their personal commitments regarding health and safety and environment;
- available to all relevant interested parties;
- reviewed for ensuring its validity and continuous suitability.

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Ing. Jana Micháľková  
Information Security Management System Representative

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Karin Kapšová, MBA  
IMS Management Representative

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Ing. Miroslav Sagan  
General Manager

Nová Dubnica, on 09th April, 2018

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IMS Policy

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**ENICS Slovakia s.r.o.**

Trenčianska 19 | 018 51 Nová Dubnica, Slovakia | Tel +421 42 3247 010 | Fax +421 42 3247 037

[www.enics.com](http://www.enics.com)

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