

INTEGRATED MANAGEMENT SYSTEM POLICY

DB Cargo Czechia s.r.o

The mission of DB Cargo Czechia s.r.o. as a member of the DB Cargo group is to realize logistics chains utilizing railway transportation within the strong European DB Cargo network. We strive to be the provider of premium services in the field of rail freight transport. A strong position on the market is due to the joint efforts of all employees, the experience of the DB Cargo Group on the international scene and the extraordinary care for our stakeholders: customers, employees, suppliers and other important partners. Company is aware of its surroundings in social, environmental and economical dimensions. Taking into account both internal and external factors manages its business with care for the people and nature.

The company specializes in international transport and its scope covers four countries, namely the Czech Republic, Slovakia, Austria and border stations in Italy. DB Cargo Czechia s.r.o designs and provides its customers with high quality, safe and eco-friendly services tailored to their needs. The company offers its employees an attractive and safe working environment, responsibly and we use natural resources efficiently.

The company strives to continuously develop company culture based on safety of people and transport process, quality and care for the environment. This culture is propagated in every area of the company's activity and strongly supported by "hands on" involvement of the Board.

Integrated Management System (hereinafter IMS) both as documentation, but even more importantly as processes, customs and working atmosphere is a base of long-term company's success. DB Cargo Czechia successfully meets requirements of the owners and achieves goal established in its own business strategy. IMS focuses on four main areas which are: safety of the rendered services, health and safety of its employees, high quality of rendered services and compliance with internal and external requirements. All those aspects are intertwined with ESG (Environmental, Social, Governance) policies developed and adopted by European Union. IMS also serves as useful tool to manage and evaluate company's performance and actions in the above-mentioned areas.

We pursue our goals through:

- use of modern technological and organizational solutions including IT tools,
- provision of services and products at a premium level within a strong European network, leveraging Groups assets and own know-how,
- constant improvement of the qualifications of workers and their awareness of responsibility for the quality of processes, the state of the natural environment and the safety culture through trainings and workshops,
- continuous implementation of improvements, daily identification and elimination of waste which are embedded in PDCA process,
- continuous improvement of IMS with the involvement of employees at all levels of the company's organization in line with change management procedure,
- the highest safety of the services provided,
- safety and satisfaction of employees and partners measured by surveys and improved based on the feedback,
- continuous improvement of the safety culture by monitoring the level of safety and the satisfactory level of safety indicators, managed by the Safety Council,
- continuous improvement of safety and health protection at work and railway safety,


- compliance with standards and legal regulations, ensured by monitoring of law and regulations by employees, IT tools and suppliers,
- cooperation with other railway carriers, railway infrastructure managers and other suppliers as part of the services provided and common risk management,
- prevention of work accidents and occupational diseases by up-to-date risk analysis, professional medical partners and regular trainings,
- constant identification of threats and minimization of risks in accordance with risk management process both own as well as in conjunction with partners,
- proper handling of confidential information, especially personal data according to European standards,
- support of ethical activities among employees and suppliers facilitated by ethical code of conduct and whistleblowing practices,
- openness for differences between employees especially based on different cultural background and embracing good practices that arise,
- close cooperation with our suppliers including both ad hoc and planned controls and audits.

DB Cargo Czechia s.r.o. considers IMS to be an effective tool for implementing corporate policy and strategic goals of the DB Group. Business goals as well as safety and quality goals are established as coherent way to provide comprehensive framework for company's operations. As a guarantee of achieving the expected goals, the Board facilitates suitable conditions and resources as well as a personal commitment to its implementation, maintenance and continuous improvement of IMS.

Ostrava, 22.02.2024



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Jan Rajnoch
CEO



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Kamil Witkowicz
CFO