

Managing director's statement

HMH's executive board is aware of responsibility for implementing and maintaining an Integrated Management System (IMS), for meeting needs of customers, employees, stakeholders and last but not least responsibility for the environment, where the company operates. Therefore Managing director approved the comprehensive policy of IMS.

Integrated Management System Policy

HMH's executive board is committed to proactively fulfil requirements of the established IMS through the following commitments to:

1. Satisfy applicable requirements of the quality management system (QMS). Continually improve the suitability, adequacy, and effectiveness of the QMS.

2. Satisfy applicable requirements of the environmental management system (EMS). Continually improve the suitability, adequacy, and effectiveness of the EMS to enhance environmental performance.

3. Satisfy applicable requirements of the occupational health and safety management system (OH&SMS). Continually improve the suitability, adequacy, and effectiveness of the OH&SMS by enhancing OH&S performance. Provide safe and healthy working conditions to all employees. Proactively take actions in accordance with objectives to prevent work-related injury and ill health.

4. Identify and perform risks assessment within the framework of the IMS to take actions which lead to the prevention of undesired effects, elimination of hazards and risks or reduction of negative consequences for the quality, environment and occupational health and safety.

5. Require an appropriate co-responsibility of each employee for sustainable reducing of negative consequences for the product and provided services quality, negative consequences for the environment and negative consequences for the safety and occupational health protection both at company's and at customer's workplace.

6. Achieve continuous improvement via not only compliance with legislative and other requirements we committed to fulfil, but also via specific customer's requirements fulfilment.

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7. Educate and retrain our employees regularly. Employee competence development and raising awareness of the IMS is one of the company's priorities.
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8. Promote the systematic consultation and participation of our employees and employee representatives in implementing actions for the continual improvement of the OH&SMS. Communicate the relevant changes in OH&SMS and results of the continual improvement to our employees and employee representatives.
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9. Protect the environment and take proactive actions aiming on prevention of environmental pollution.
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10. Fulfil applicable requirements and criteria of Commission Regulation (EU) 2019/799 and the related railway safety legislation (ECM) in the scope of functions F1 partially, F2 and F4.
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11. Comply with the legislative regulations of the SR regarding corruption. We will ensure that all services provided to the company's stakeholders, especially its customers and other organizations cooperating with the company, do not show signs of corruption and each employee refrains from any form of corruption in relation to these stakeholders.
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12. Respect the needs of all partners with whom company comes into contact during its business. By partners, he understands not only employees, customers, and suppliers, but also the local community and the environment.
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13. Conduct socially responsible business and proactively act within the three pillars of corporate social responsibility (CSR): economic, social, and environmental.

IMS Policy in original Slovak language approved in Bratislava, 12 Dec 2022.

Ing. Tomáš Horváth
Managing director