

Integrated Management System Policy

LB MINERALS, s.r.o. engages in the mining and treatment of industrial minerals – kaolin, feldspar and primary feldspar materials, clay and primary clay materials, aggregates, kieselguhr, sand and gravel with regard to deposits located in Bohemia and Moravia. The Company also sells its other products, such as kieselguhr filter materials, sorbents and plasters.

LB MINERALS, s.r.o. is a leading supplier of industrial minerals not only within the Czech Republic, but also in European markets. The Company intends to retain its market position by providing:

- high quality products supplied at competitive prices,
- customer satisfaction,
- satisfaction of its own employees,
- fair relationships with its business partners,
- fulfilment of the needs and expectations of the public.

LB MINERALS, s.r.o. fully acknowledges and unreservedly accepts its responsibility, within the sense of the applicable legislation, standards and codes of conduct in force, for the provision of:

- the safety of its products and production complexes,
- the protection of individuals, the Company and the public,
- environmental protection,
- product quality.

In order to fulfil the responsibilities referred to above, the Company is committed to generate and develop adequate conditions – namely in terms of sufficient human and financial resources, efficient management structures and monitoring mechanisms.

All activities have to be and are conducted in a way that reflects, to the maximum possible extent, the principles of an accountable and transparent way of conducting business, leading to the sustainable long-term prosperity of the Company. Consequently, our Company:

- has introduced and maintains a clear set of rules across the entire Company which extend to all its activities and processes,
- conducts business in accordance with high ethical standards and cultivates sound relations with its customers, suppliers and other business partners,
- systematically improves its prevention and environmental management systems, acknowledging its own responsibility for preserving the environment for the generations to follow,
- focuses on the economic use of primary materials, on reducing the energy intensity of production and reducing the quantity of materials required for the production, and on limiting the use of substances hazardous to the environment,
- where possible and efficient, the Company is committed to its undertaking to increase its energy efficiency in the long run. Action is taken to continuously improve energy efficiency, to monitor and measure the results and generate plans to achieve more efficient use of energy.
- ensures effective prevention of injuries and restricts the risk of injuries, emergencies and accidents by applying safety precautions in an efficient way,
- develops efforts in order to comply with the set redevelopment and recultivation plans,
- provides premium care services with regard to its employees, encouraging their personal development,
- actively supports the regions where the Company is present,
- pays attention to the views of our partners in the area of environmental protection and social responsibility when organising supplier selection procedures.

The management of the Company is committed to taking into account the interests of, and leading a dialogue with, various stakeholders, which constitutes a rich source of new product or process ideas for LBM. Thanks to this, we may better anticipate any potential risks and readily respond to any changes that may occur and have an effect on the success of our business.

- We apply a partner- and customer-oriented approach.
- We plan in accordance with our strategic aims.
- We standardise and describe our best practices by means of the integrated management system primarily based on ISO 9 001, 14 001 and 50 001.
- We provide effective assistance, informational, financial and material coverage and training to our employees wherever they are seen as essential to the successful fulfilment of this policy.
- We draw upon the philosophy of continuous improvement – maintaining, developing and perfecting our integrated management system.

LB MINERALS, s.r.o. subscribes to the philosophy of the sustainable development strategy, which, besides economic stability and performance, includes the aspect of environmental and social responsibility.

The IMSP is binding for all employees of LB MINERALS, s.r.o., and this must be documented by records showing that the policy has been communicated to all people working for or authorised to work for the organisation. Regular reviews and updates of the policy take place every year under the top management review of the system efficiency.

All employees of the Company are expected to contribute to the on-going compliance with the principles stated under the policy within their own competences and responsibilities.