

seele

Corporate Policy



seele pilsen s.r.o.
Podnikatelská 1104/13
301 00 Plzeň
Czech Republic

Phone.: +420 377 432 811

seele.cz@seele.cz
www.seele.com

For almost 40 years, **seele** has been designing and supplying flexible solutions based on exclusive glass/steel, glass/aluminium, membrane and all-glass structures for building envelopes. We owe our good reputation to efficient development, skilled staff, a highly capable project office, flexible, specialised production and experienced installation crews. All that together creates the foundation for good quality and on-time deliveries.

As a modern company with global operations, we place particular emphasis on guaranteeing that our corporate policy is upheld at every one of our locations. It is primarily the requests of our customers but also the range of applications, the state-of-the-art, environmental and other legislation, standards and safety requirements that define the high standards of our products and plants.

seele pilsen s.r.o. is part of the **seele** group and specialises in precision steel construction and façade construction and is considered one of the most important experts in this field. Founded in 1996, the company lives the philosophy of the **seele** group of companies and is a pioneer and innovative partner for architects and builders.

The **seele** pilsen management is responsible for developing and maintaining standards in quality, innovation, environment, safety and the code of conduct. Corporate targets, which specify understandable measures and verifiable guidelines for action, derive from the corporate policy.

Based on valid documentation, the management system defines all necessary activities and the associated responsibilities. The corporate policy of **seele** pilsen has been formulated by the management. It is checked regularly with respect to its reasonableness and effectiveness within the scope of management reviews, and revised if necessary. The policy takes into account the expectations and needs of customers and sets out the obligation that all levels of the company must fulfil the requirements stipulated in the policy. All employees must look upon the corporate policy as a guideline for performing their work.

It is the responsibility of the **seele** pilsen management to ensure that the corporate policy is made known, understood and implemented throughout the company.

The corporate policy covers the following matters:

1 Environment and energy policies are subjected to a constant improvement process

Since the founding of the company, sustainability, the minimisation of the CO₂ footprint and the responsible use of resources have been a fundamental part of the corporate philosophy of the **seele** Group. This attitude is not only firmly anchored in the company and in our culture, but corresponding measures are transparently monitored, certified and continuously developed.

Embedding environmental protection requirements in all our processes helps to minimise environmental impact. However, just as important are the efficient use of natural resources, energy and land plus the commitment and responsibility of all employees towards environmentally compatible conduct.

We are committed to saving CO₂ by specifically reducing CO₂-emissions in the office and in production with the help of renewable energies and by promoting a conscious use of energy among all employees. The customer and his wishes are at the centre of our quality, environmental and energy policy thoughts and actions.

In order to achieve customer satisfaction, the quality and environmental friendliness of our products and services must be our top priority. Reliable and durable functioning of the products and services take precedence over other aspects. We also take environmental and climate protection into account as early as possible in our planning and decision-making processes to realise customer expectations.

At every stage, from concept development to development, planning, consulting, purchasing, production control, environmentally friendly realisation of the products, acceptance, transport, commercial administration, dispatch, provision and customer service, each individual contributes to quality, energy balance and environmental protection.

2 Customers and suppliers are our partners

We maintain mutually beneficial relationships with our customers, suppliers and other business partners. A stable foundation for joint action, upright working practices and reliability determines the success. The success of our company is the benchmark for how we fulfil the expectations and requirements of our customers taking into account the impact on environment and climate. Honesty and dependability with respect to our customers, business partners (i.e. our suppliers), contractors and subcontractors guarantee our credibility and our ongoing success.

3 Power of innovation secures future strength

Progress is founded on new developments, whether in society, science or industry. Innovations are quite simply intrinsic to the corporate activities of **seele** pilsen. Our solutions and products allow us to see ourselves as a driving force behind the technology needed to meet the demands of modern architecture and the questions architecture raises in society. Systematic process optimisation and investing a significant part of our revenue in R&D are equally important components in our success. Guaranteeing a leading edge in innovations secures the future of our company.

4 Constantly striving for constant improvements is intrinsic to our daily work

An important concern for the management of **seele** pilsen is therefore the ongoing development of quality and the environmental and energy balances of our products to suit economic and value analysis viewpoints. This is seen as an indispensable prerequisite for guaranteeing the success of the company and consolidating, indeed, improving on, our market position. Our aims are therefore to use environmentally compatible materials in manufacturing and to reduce the specific energy consumption to a minimum. We are constantly optimising our production, testing and logistics processes and thus reducing our consumption of resources. An energetic and ecological perspective can minimise the specific consumption of natural resources, especially the use of energy, water and hydrocarbons, plus the causes of wastewater, waste and emissions.

5 Avoiding mistakes instead of correcting them

The concept of quality assurance is applied in such a way that the emphasis is on avoiding mistakes. If deviations from the specification do occur, then every employee is obliged to rectify the defects and also initiate measures to reduce all deviations from the respective ideal value in order to contribute to further effective reductions in the risks of non-conformity and unscheduled costs. We expect every single employee to work towards perfecting all our products while using environmentally friendly resources.

6 Productivity through respect and support

Our employees are our strengths. They shape our reputation and our productivity. We therefore regard sound development of human resources to be a significant contribution to assuring the success of the company. We also feel it is important that the working environment should exert a positive influence on the motivation, satisfaction and performance of our employees.

7 Safety through guidelines, optimisation and awareness

The health and safety of our employees are top priorities. Safety is therefore one of the most important tasks for managers and staff. We are convinced that all accidents can be avoided. To achieve this, we work constantly on improving our safety culture. We train and motivate every employee to behave with safety in mind and to act responsibly. For their own safety, for the safety of their colleagues, during internal operations and during installation work on building sites.

8 Integrity knows no compromises

Social responsibility shapes the management of our company. Recognition and acceptance of the preservation of quality as well as environmental and climate protection are both part of a corporate and sociopolitical responsibility. The rules of our "code of conduct" are always adhered to.

seele pilsen s.r.o., Management,
Plzeň, May 2024