



Policy of KOPOS KOLÍN a.s.

Vision: To be the world's leading manufacturer of electrical installation material
Motto: We want to participate in your success with our products

The long-term company priorities

- to become a world manufacturer of electrical installation material and cable protectors
- the quality of all our products
- the customer as the most important person in our company (company managing by customers)
- an employee of the company (as a decisive element that determines the success of the company)

The values of KOPOS KOLÍN a.s.:

• Product innovation

We belong to the companies that determine the direction of development in the field of electrical installation material and cable protectors, we do not lack creativity, the desire to learn new things, to look for new development paths that lead to increasing the value of our work and competitiveness.

• Independence of departments and teamwork

Freedom in decision-making is our commitment to use the powers and available information to continuously improve our processes and the value of our products, we support each other and our results are a reflection of the best in us, that is why we are successful.

• Flexibility

Flexible responses to market developments and rapid implementation of new products and innovations represent our power to always be among the first, we turn market threats into opportunities and ideas into concrete values.

• Joy, trust and integrity

A good mood and good relationships are the basis for good work results, openness and reliability are the means by which we build the trust and loyalty of the company's employees, for whom ethical values are a natural guide in everyday decision-making, making us not only a significant but also a positive factor in human society.

• Consideration and helpfulness

Our company proves through its activities that it is not indifferent to the needs of the social public and the preservation of life and nature on our planet.

We respect the protection of personal data, the rights of employees and other persons who cooperate with KOPOS KOLÍN a.s., and comply with regulations in these areas.

• Safety and health protection

We carry out processes and activities in such a way as to prevent damage to property and the health of employees. Employees are properly familiarized with the activities they are supposed to perform. This eliminates the threat of extraordinary events and near-accidents.

• Energy

We implement measures aimed at reducing the energy consumption of operations and processes.

We invest in alternative sources of energy. We use waste heat from part of production for heating water and heating part of the administration building. We are installing FV panels on roofs and are planning further expansion in this area.

The company's management is aware of its responsibility regarding product quality and safety, environmental protection, energy management, occupational safety and health protection at work. It was decided to permanently improve the QMS, EMS, EnMS and OSH systems.

The management of the company ensures compliance with all relevant legal and other regulations and expects their compliance from all interested parties.

With the contents of the KOPOS KOLÍN a.s. Policy all employees and other persons working for or on the premises of KOPOS KOLÍN a.s. must be introduced. Company management requires full respect and fulfilling of the above principles.

The policy is freely accessible at the reception, on the website www.kopos.cz and to employees on the internal network.

The management of the company undertakes to secure the necessary resources (financial, material and personnel) to fulfill the above principles.

In Kolín on 14.11.2025

Ing. Jaroslav Malý
CEO