

 	Strategic document	SD.1
	<b>IMS POLICY</b>	Version: 8
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RTI Group is a reliable partner for logistics, rail transportation services and rail vehicle rental. TOP Management is committed to promoting high levels of safety, social responsibility, sustainable development, reducing CO<sub>2</sub> emissions, and continuously improving the quality management system, environmental, occupational health and safety, and feed transport safety system. Top Management is further committed to comply with all binding legislation, stakeholder requirements and to apply risk and opportunity management.

*TOP Management promotes the following principles within the IMS Policy:*

#### Customers

Customer satisfaction is a critical success factor. By monitoring the fulfilment of customer requirements, we look for opportunities for continuous improvement. By communicating effectively and implementing measures, we minimise risks in the delivery of our services. By enhancing the expertise of our employees, we support the fulfilment of stakeholder expectations and relevant legal requirements.

#### Employees

We consider the development and satisfaction of our employees to be a key factor in our sustainable development. We raise their awareness of safety, ethical and responsible business rules, sustainability and their impact on reducing emissions. We provide resources for employee training and personal development. We create tools for effective communication, discussing human and organizational factors, including safety issues, with employees. Our priority is to create a safe work environment, including the prevention of workplace accidents and harm to health, and we support the Behaviour Based Safety (BBS) initiative.

#### Environment

We place emphasis on promoting a sustainable environment. We take measures to minimise environmental risks and thereby reduce total CO<sub>2</sub> emissions, total energy consumption and waste. In line with the CSRD, the RTI Group supports the goal of reducing total emissions by at least 55% from 1990 levels by 2030. The ultimate goal is to achieve climate neutrality by 2050, as we want to mitigate our impact on the environment and thereby support international efforts to address climate change risks.

#### Suppliers

Good relations with suppliers are based on mutual trust. Ethical, responsible and sustainable business throughout the supply chain is part of our requirements. Supplier reliability underpins our business success. We are pursuing the goal of reducing total carbon emissions and achieving climate neutrality by 2050 throughout our supply chain.

#### Social responsibility

We promote responsible sustainable business with respect for human rights and freedoms. We fundamentally reject any form of discrimination, racial intolerance, exploitation, intimidation, harassment, abuse and coercion at work. We do not accept corruption, collusion and child labour, and we minimise safety risks and serious hazards at work. We abide by the rules of our Code of Ethics and those of our customers.

#### Sustainable development

We promote the principles of responsible and sustainable business. We look for opportunities to continuously improve and achieve our goals in this area.

In Bratislava, 16.05.2025

  
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 Tomáš Vavrák  
 Group CFO

  
 .....  
 Vladimír Hindra  
 Group CCO

  
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