Environmental, Health & Safety (EHS) Management Approach

1. Company Overview

MIKROKLIMA s.r.o. is a Czech-based developer and manufacturer of embedded electronic modules and control systems. The company employs approximately 65 people and operates in-house SMD and THT assembly lines for low- and medium-volume production. Our activities are focused on electronics design, assembly and testing. We do not operate heavy industrial processes.

2. Environmental Management

MIKROKLIMA s.r.o. conducts its operations in full compliance with applicable Czech and European Union environmental legislation.

Our environmental management approach includes:
• Segregation of waste streams, including electronic waste, packaging materials and production residues.
• Cooperation with certified external waste management partners for collection and compliant disposal.
• Controlled handling of soldering materials and electronic components.
• No use of large-scale hazardous chemical processes (no surface treatment, coating or chemical manufacturing operations on site).
• Compliance with RoHS and REACH requirements through supplier material declarations and internal review procedures.

Due to the nature of electronics assembly, our environmental impact is limited primarily to energy consumption and standard electronic waste streams.

3. Occupational Health & Safety

MIKROKLIMA s.r.o. complies with all applicable Czech labour and occupational health and safety regulations.

Our occupational health and safety framework includes:
• Mandatory employee safety training.
• Documented workplace safety procedures.
• Regular inspection and maintenance of production equipment.
• ESD-controlled production areas.
• Fire protection and emergency response procedures.
• Use of appropriate personal protective equipment where required.

To date, the company has not experienced any significant environmental or workplace safety incidents.

4. Management Systems

MIKROKLIMA s.r.o. is currently implementing:
• ISO 9001:2015 – Quality Management System
• ISO 27001 – Information Security Management System

These structured management systems further strengthen our internal governance, documentation control, and risk management processes.

5. Commitment to Continuous Improvement

MIKROKLIMA s.r.o. is committed to continuous improvement of its environmental, health and safety practices. We actively cooperate with customers and suppliers to ensure compliance with applicable regulatory and contractual requirements.

Effective date: March 2026

Approved by Management of MIKROKLIMA s.r.o.

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