

# QUALITY AND ENVIRONMENTAL POLICY

ERA a.s. was established towards the end of 1994 as a company pursuing the development, production, modernization and service of unique radio electronic systems. The supporting field is a passive radio detection and ranging, which serves as a support for an air traffic control in the field of civil aviation and as a radio technical reconnaissance in the military field.

## **1. Company Structural Development**

A structural development of ERA lies both within the successful integration of its segregated workplaces in Prague, Brno, Strakonice and Uherske Hradiste; and development of ERA premises in Pardubice, which aims to modernize and expand the existing company premises.

## **2. Product Portfolio Broadening & Product Performance Improvement**

For the following period the main emphasis has been put on the development of both civil and military passive surveillance systems, with an aim to: accommodate the customer needs and requirements, take the path of unification to the greatest possible extent, and hold the leading market position in the expanding competitive environment. The company also aims to concentrate on consolidating the position of integrator among both new and existing customers, while taking an advantage of ERA's position in the market.

In accordance with the Alliance obligations and needs of the Armed Forces of the Czech Republic, we have been pushing the development and production of our passive surveillance systems forward, focusing on the system mobility and signal detection ability in a modern electromagnetic battlefield. In compliance with the modern NATO alliance conceptions, ERA has been developing the perspective passive surveillance systems focused on trustworthy and precise target tracking, with the emphasis on a fully automated operation.

## **3. New Customers' Acquisition**

ERA Sales Managers will focus on new customers in the field of defense technologies. At the same time they will also keep concentrating on the wide portfolio of current clients.

## **4. Environmental Policy**

The environment protection, together with safe and healthy working conditions creation, rank among the top priorities of the company. As a part of the environmental strategy, the company has committed to: be in accordance with the legal and other requirements related to the environment; to reduce the negative effect of ERA activities on the environment and, thanks to this, constantly improve the environmental profile; to demand suppliers and business partners' active approach to the environmental protection; to maintain and perfect the awareness of its employees with regard to the environmental protection; and to prevent the emergency situations by introduction of the new findings in the field of occupational safety, fire prevention and hygiene.

## **5. Management Obligations**

Managing board of the ERA a.s. stock company, as well as the management, are aware of the fact, that further company development is primarily dependent on a perfect customer needs satisfaction. Building of the development and production capacity, together with a functional integrated management system is, therefore, an important means of achieving this goal.

Every employee of the company is an important component in meeting the customer needs, therefore, the continuous improvement of employees' qualification is considered to be a primary task. ERA management endeavors to permanently create the best possible working conditions for all employees, including a motivating and fair remuneration system.