

QUALITY, ENVIRONMENT, SAFETY AND HEALTH POLICY

The Company's management is aware of social and public responsibility and responsibility towards the environment in which it operates, paying particular attention to the integrated management system policy and measurable objectives for its implementation.

Management provides all necessary resources for its effective implementation and achievement of Company's objectives.

The management pays special attention the training of employees engaged in quality management, environment protection as well as health and safety at work.

Quality

The quality, environmental, health and safety policy is being continuously improved, demonstrating the company's goals to meet customer's requirements, in order to meet their product quality expectations, delivery time, future needs, environment friendly materials, taking into account the applicable standards and legislation.

The company Management and all employees are obliged to carry out the authorized QHSE policy at work and keep in mind the goals which it supports. The Management determines the policy as part of the Company's overall business policy with the following objectives:

- High quality of all products and services,
- meeting the needs and expectations of the customers, according to their specifications and contracts, with the compliance of applicable laws and norms,
- the research and development of new products in accordance with relevant domestic and international norms and laws,
- customer involvement in product development on special requirements,
- stability of business activities and satisfaction of employees and other interested parties.

For the purpose of achieving quality policy, the Company has established a quality management system in accordance with ISO 9001. The Management is permanently involved in the work of all organizational functions, supervising quality policies and objectives. The Company Management gives managerial staff the powers and responsibilities for valuable work in the field of action, motivation of employees and providing the necessary resources.

Environment Protection

The Management is aware of its responsibility towards the ambience in which it operates. Environment management is a high priority, and the objectives, planning

and tracking of business activities have been carried out within the Annual Plan of the Company.

The Company has established an environmental management system in accordance with ISO 14001. Continuous implementation of this system with consistent education of the employees develops their motivation and awareness of the need for environmental protection and prevention of pollution. Also, this approach promotes the rational and efficient use of energy and other natural resources to reduce their depletion.

The Company permanently manages all aspects of the environment by reducing the negative impact of its activities, and continuously improves the results achieved by managing environmental protection, complying with laws and regulations in Croatia and relevant markets abroad. Permanent monitoring and preventive actions have been implemented to prevent incident situations.

The Environmental Management Policy is public, presented at Company's website, where is accessible to all interested parties

All the employees have been informed about environmental policy and have an obligation to adhere to it in their daily activities.

The quality, environmental, health and safety management system is inspected, tested and verified by internationally recognised independent certification organization.

Health and safety of workers

Pursuant to the legal regulations of the Republic of Croatia, the Company permanently identifies and monitors the safety hazards which may impact the health and safety of the employees and other interested parties.

The Company permanently plans, performs and evaluates the qualifications of all employees for occupational safety, carries out previous and periodic medical examinations and keeps record of employees' health. The Company performs inspection of physical and chemical impacts at workplaces, checks the installations in facilities, machines and devices with increased hazards. The Company builds awareness and understanding of individual employees' commitments and encourages their active participation in creation, review and improvement of health and occupational safety system.

I support the Quality, Environment, Safety and Health Policy of the Company and verify it with my signature.

Zagreb. 18.12.2020.

Managing Director

Željko Bago, M.Sc. E.E.


KONGRES APARATI I
POSTROJENJA d.d.
Zagreb