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DECLARATION from the management on quality policy and goals

The management of the company assumes its responsibility for the establishment, maintenance and continuous improvement of the Quality Management System and the Integrated System, stating the following main policy principles:

- **Customer and other interested parties orientation** - we are aware of our responsibility and strive to maximize the current and future needs of all our customers, while complying with current legal and regulatory requirements;
- **Leadership of management** - we are aware of our responsibility to maintain working systems. We create appropriate conditions to stimulate the company's employees to participate fully in the quality management processes, as well as to take an initiative in the implementation of the activities related to them.
- **Empathy of the people** - we believe that the most valuable resource of the company are people. We strive to create an atmosphere where people are motivated, satisfied and fully committed to achieving the company's goals.
- **Factual approach when decision-making** - decisions at all levels of the firm are based on up-to-date and true information. The implementation of a functioning communication and management system for documented information creates the conditions for making the right decisions.
- **Processed approach** - The products created by the company are the result of interconnected basic and additional processes that are considered and managed as a system rather than by itself
- **Mutually beneficial relationships with suppliers** - based on the principle that quality materials, services and equipment must be made for the production of high quality products, the company chooses suppliers as suppliers of quality supplies for their partners.
- **Enhancements to a higher quality level** - by constantly monitoring and analyzing processes in the company and taking effective corrective measures, and management aims for continuous improvement in quality.

In order to achieve our main goal - the production and realization of high quality products, which to the maximum extent meet the requirements of our clients - the company's management sets the following goals:

- Increasing the total volume of revenues from the main activity;
- Improving the financial performance of the company;
- Introducing new products to the market, that are meeting European quality requirements;
- Making technological and technical improvements to existing products;
- Introduction of new technologies and equipment;
- Development of human resources by increasing the motivation and competence of the personnel;

The company's management ensures that:

- the organization has the resources to build, maintain and develop a Quality Management System;
- Takes care that the introduced system functions efficiently and in accordance with the requirements of ISO 9001: 2015.

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DECLARATION Of The Management For The Policy And Objectives On Environmental Management

Our main goal is to create such a process management and organization of the company's work to ensure the protection of the environment.

By assuming its responsibility for the establishment, maintenance and continuous improvement of the Environmental Management System (EMS), the management declares the following basic principles underlying the EMS policy:

Compliance with the subject matter and environmental impacts - We are aware of our responsibility and strive to provide the most accurate identification of the environmental aspects and possible risks arising from the activity;

- Continuous Improvement of Environmental Protection and Pollution Prevention Activities - A major objective of EMS that can be achieved through continuous process monitoring, pollution reduction, and effective and efficient performance improvement with regard to EMS
- Compliance with the applicable legislation - the company is obliged to apply the current legislation as well as other environmental requirements;
- Documentation, implementation and maintenance - the management is obliged to ensure the documentation, implementation and maintenance of EMS;
- Communicating and empowering people - leadership publicises the policy on EMS and its related objectives and strives to create the appropriate conditions to encourage its employees to participate fully and to take an initiative in implementing the activities. The management believes that people are the most valuable resource of the company. By managing their suitability, motivation and satisfaction, leadership strives to create conditions in which people are committed to achieving the company's goals in terms of EMS;
- Policy accessibility - policy is accessible to every employee, as well as to all external stakeholders and the public, and will be made available for consultation at any time and upon request;
- Process, system and factual approach - Business rules created by the firm are the result of interconnected basic and additional processes that are viewed and managed as a system rather than by itself. Decisions and actions are based on objective facts and facts.
- The company's management is committed to achieving high quality of its products and services, but not at all costs, but only in strict compliance with all regulatory requirements for the EMS and with guaranteed environmental protection.

Management is committed to the following goals:

- Strictly studying and complying with the legal requirements regarding the EMS;
- Reduce the risk of contamination with waste from the main activity;
- Motivating and training staff in relation to the EMS;
- Modernizing waste collection, storage and transport methods by introducing a separate waste collection system.

The company's management ensures that:

- the organization has the resources to build, maintain and develop an EMS Management System;
- undertakes to ensure that the introduced Environmental Management System is in place in accordance with the requirements of ISO 14001: 2015.

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Approved by General Manager

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DECLARATION of the management on the policy and objectives on Health and safety working conditions (HSWC)

Our mission is to create such working conditions in the performance of the company's activities, which meet to the maximum the requirements of the legal and other norms in the field of health and safety at work.

By taking responsibility for building, maintaining and continuously improving the HSWC Management System, management has declared the following basic principles underlying the HSWC policy:

- Compliance with the nature and extent of the risks - We are aware of our responsibility and strive to ensure maximum health and safety at work, by adequately identifying the hazards, as well as assessing and managing the risks to the HSWC;
- Continuous improvement - a major goal of the HSWC system, which can be achieved through continuous monitoring of processes, reduction of disease risk, accidents and accidents at work, and effective improvement of OSH performance by undertaking Appropriate and effective corrective and preventive measures;
- Compliance with the applicable legislation - the company is obliged to apply the current legislation as well as other requirements in relation to the HSWC;
- Documentation, implementation and maintenance - the management is committed to ensuring that all processes are documented, implemented and maintained;
- Communicating and empathy of the people – the management is announcing the HSWC policy and related goals and strives to create appropriate conditions to encourage its collaborators to participate fully and to take an initiative in implementing the activities. The management believes that people are the most valuable resource of the company. By managing their motivation and satisfaction, the management strives to create an atmosphere in which people are fully committed to achieving the company's goals with regard to HSWC;
- Policy accessibility - HSWC policy is accessible to every employee as well as to all external interested persons and will be made available for introduction at any time and upon request;
- Processed approach - the health and safety conditions created by the company are the result of interconnected basic and additional processes that are considered and managed as a system rather than on their own;
- Factual approach to decision-making - the communications system, document management and HSWC recordings create a prerequisite for decision-making based on up-to-date information;

By achieving the main objective - continuous improvement of the healthy and safe working conditions in the company and meeting the existing requirements in this field - we guarantee the achievement of the additional goals we have set:

- Maximum satisfaction of legal and other norms with regard to HSWC in a way that minimizes the risks for all personnel, subcontractors, partners and all other interested third parties;
- Reducing the level of risk - There are no jobs and activities with unacceptable risk;
- Make investments in the Health and Safety at Work amounting to 0.5% of the annual turnover of the company;
- Minimize the number of incidents;
- Work with environmentally friendly and non-health-conscious materials, technologies and equipment;
- Continuous training and upgrading of the personnel's skills in relation to the HSWC.

The company's management ensures that:

- the organization has the necessary resources to build, maintain and develop a Health and Safety Management System;
- undertakes to ensure that the established OSH Management System functions in accordance with the requirements of ISO 45001.