

QUALITY, ENVIRONMENT, HEALTH AND SAFETY AT WORK AND RISK MANAGEMENT POLICY

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

The administration provides all necessary resources for its effective implementation and achievement of set goals. The Management pays special attention to the training of employees who implement the quality management policy, environment, health and safety at work.

Quality

The quality management policy, environment, health and safety at work is permanently upgraded and clearly shows the company's goals to meet the demands of customers, fulfill their expectations about product quality, delivery time, future needs, environmentally friendly materials with the application of valid norms and legal regulations.

The management and all employees of the company are obliged to implement the adopted quality, environment, health and safety management policy and to take care of the goals that support it.

The management determines the policy as part of the overall business policy of the Company with the following objectives:

- high quality of all products and services,
- meeting the needs and expectations of customers according to its specifications and contracts, in addition to meeting the applicable legal regulations and norms,
- development of new products and services in accordance with the applicable norms and laws of the Republic of Croatia,
- customer participation in product development according to special requirements,
- business stability and satisfaction of employees and other interested parties.

In order to implement the quality policy, the Company has established a quality management system in accordance with the ISO 9001 standard. The management is permanently involved in the work of all organizational functions, supervises the implementation of policies and goals, and assigns managers the authority and responsibility for quality work in the field of activity, motivating associates for quality work and securing the necessary resources.

Environment Protection

The management of the company is aware of its responsibility towards the environment in which it operates. Management of environmental protection is a high priority, and the goals, planning and monitoring of business operations are carried out as part of the Company's Annual Plan.

The company has established an environmental protection management system in accordance with the ISO 14001 standard, and through its consistent implementation, it constantly trains and motivates employees, develops their awareness of the need to protect the environment and prevent its pollution, promotes the rational and efficient use of energy and other natural resources in order to reduce their spending.

The company manages all aspects of the environment by permanently reducing the negative impacts of its activities and permanently improves the achieved results of environmental protection management, fully respecting Croatian laws and regulations and applying valid norms and standards.

Through permanent monitoring and preventive action, it tries to prevent incident situations.

The environmental protection management policy is public, it is available to all interested parties on the Company's website, and all employees who are also obliged to implement it are familiar with it.

Health and safety of workers

In accordance with the legal regulations of the Republic of Croatia and the ISO 45001 standard, the Company permanently and systematically carries out hazard identification, assesses and monitors risks that affect or may affect the health and safety of employees and other interested parties.

The company permanently and comprehensively plans, implements and evaluates the training of all employees for safety at work, conducts preliminary and periodic checks of employees' health abilities, conducts tests of physical and chemical factors in workplaces, installations in buildings, machines and devices with increased hazards. The company develops awareness and understanding of the individual obligations of employees and encourages their active participation in the creation, review and improvement of safety and health protection at work.

Respect for human rights and workers' rights

The Company undertakes all measures to ensure respect for generally accepted international human rights, as well as the rights of workers and children. This means that the Company promotes:

- the policy of equal opportunities, to respect the rights of workers to join companies, as well as the right to join trade unions
- does not discriminate against job candidates and employees in any way
- in terms of employment, remuneration, training or promotion, no one may and will not be discriminated against on the basis of race, nationality, social or marital status, gender, sexual orientation, disability, age, religion or affiliation to political or other organizations
- the company provides equal opportunities and selects, appoints, evaluates and rewards employees according to their professional qualifications and skills
- respects the labour law and industry norms regarding working hours and wages
- respects the prohibition of child labour, forced labour, or any form of coercive sanctions
- undertakes to respect, trust and care for other people as a natural part of human relationships.

The company does not accept any form of discrimination, harassment or abuse among its employees. Any form of modern slavery is unacceptable.

The company has opted for risk management in accordance with ISO 31000:2018 guidelines. Risk management is integrated into all business processes and decision-making processes in the company, and comprehensively takes into account the external and internal context of the Company according to currently available information. It is carried out permanently and adjusted to changes in the external and internal context, in order to contribute to continuous improvement based on learning and gaining experience. The company also takes care of the permanent assurance of business continuity.

The quality, environment, health and safety management system is permanently developed and gradually upgraded with elements of other systems (social responsibility system, information security management system and energy efficiency management system).

The management system for quality, environment, health and safety at work is verified with the help of an authorized, internationally recognized and independent certification organization.

I support and confirm the policy of quality management, environment, health and safety at work and the goals of the Company with my signature.

Zagreb. 01.06.2023.

Head of Management Board

Željko Baĝo, M.Sc. E.E.


KONČAR - APARATI I
POSTROJENJA d.o.o.
Zagreb 1

Quality Management, Environment, Health and Safety and Risk Management Policy is an integral part of KONČAR - Switchgear Ltd. Integrated Management System Manual.