

## **Integrated Quality Management System, Environmental Protection, Occupational Health and Safety Policy**

Driven by the vision to become the leading manufacturer of air conditioning, ventilation, and sanitation equipment in the Western Balkans, we are committed to the sustainable development of the company through profitable operations, constant development of competence and employee safety, and environmental protection.

The policy of quality, environment, occupational health and safety is achieved through:

- introducing employees to the mission, vision, value system and strategic orientation of the organization
- harmonization of business activities with the requirements of ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018 standards
- permanent training, education, and motivation of employees in all areas of business, important for achieving strategic orientation
- continuous improvements in the field of quality, productivity, health and safety protection of employees and environmental protection
- provision of resources, primarily personnel and production equipment, which guarantee the achievement of defined strategic orientations, i.e. better competitiveness of products in terms of quality, prices, delivery deadlines, resources for environmental protection and occupational health and safety
- design of products that comply with quality and environmental requirements
- fostering partnerships with suppliers of raw materials, as well as with customers of products
- the full contribution of each employee with respect to the motto “do it well and on time the first time and every other time”
- environmental protection, including the prevention of pollution through the reduction of resource consumption, as well as compliance with relevant legislation
- protection of health and safety at work through the provision of safe and healthy working conditions, in order to prevent work-related injuries and damage to health, meet legal requirements, eliminate hazards, and reduce OHS risks, continuous improvement with the participation and consultation of employees
- periodic review of the efficiency and effectiveness of the quality management system, environmental and occupational health and safety in order to set goals and create conditions for continuous improvement
- continuous reviewing and aligning the strategic orientation of the organization with the requirements and expectations of stakeholders
- systematically taking measures to reduce the level of identified risks and taking advantage of opportunities in terms of quality, health and safety protection as well as environmental protection

Indjija  
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General Manager:  
Miljan Tomas