

## QUALITY & ENVIRONMENTAL POLICY STATEMENT

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

The quality management system policy is achieved through:

- familiarizing employees with the mission, vision, value system and strategic direction of the organization,
- harmonization of business activities with the requirements of the ISO 9001:2015 and ISO 14001:2015 standards,
- persistent training, education and motivation of employees in all areas of business, important for achieving strategic direction,
- striving for continuous improvements in the field of quality, productivity, safety and health protection of employees and environmental protection,
- provision of resources, primarily personnel and equipment for production, which guarantee the realization of defined strategic directions, i.e. better competitiveness of products in terms of quality, prices, delivery dates and resources for environmental protection,
- designing products that comply with requirements for quality and environmental protection,
- nurturing partnership relations with suppliers of raw materials, as well as with product buyers
- complete contribution of each employee with respect to the motto "do good and on time for the first time and every time",
- preservation of the environment, including prevention of pollution through 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 health impairments, fulfill legal requirements, eliminate hazards and reduce OH&S risks, continuous improvement with the participation of all employees,
- periodic review of the efficiency and effectiveness of the quality and environmental management system in order to create conditions for improvements,
- continuous review and alignment of the strategic direction of the organization with the requirements and expectations of interested parties,
- systematic undertaking of measures aimed at reducing the level of identified risks and taking advantage of opportunities in terms of quality, safety and health protection as well as environmental protection

Indjija, November 2022.

Director

Milan Tomaš