



"POBJEDA-RUDET" d.d. Gorazde **BOSNA I HERCEGOVINA**

With the quality policy, the environmental policy and the health and safety management policy, which are an integral part of the strategic policy of "POBJEDA-RUDET" d.d. Gorazde, we have set principles that ensure the company's existence and progress.

QUALITY POLICY

The basic principles of the quality policy are:

- ◆ Developing locally and operate globally;
- ◆ Ensuring the long-term success of the company in the production of quality products in accordance with customer requirements, in order to meet customer expectations;
- ◆ Being recognizable in respecting agreed deadlines and quick response to customer requests, as well as being flexible in requests for changes;
- ◆ Ensuring the necessary resources for the smooth running of the business process;
- ◆ Continuous monitoring of all processes and initiation of necessary measures and improvements in order to reduce risks and accept opportunities;
- ◆ Involving all employees in the process of continuous enhancement, and improvement of the established quality management system;
- ◆ Encouraging employees for education and additional trainings in order to increase their functional abilities;
- ◆ Ensuring adequate control and continuous improvement by insisting on credible information about the realization of goals and monitoring the success of the quality management system and the application of measures;
- ◆ Meeting the expectations of interested parties.

ENVIRONMENTAL POLICY

The basic principles of the environmental policy are:

- ◆ Operating in accordance with legal requirements in the field of environmental protection, at all levels and scopes of activity of the Company;
- ◆ Planned and continuous implementation of education and training of employees in the field of environmental protection at all levels in the Company;
- ◆ Identifying, assessing and managing hazards, risks and opportunities;
- ◆ Employees training for reacting in the event of an accident;
- ◆ Quality control of raw materials for production, monitoring and reduction of air and water emissions;
- ◆ Protecting environment by identifying and managing environmental impacts and aspects in "POBJEDA-RUDET" d.d. Gorazde;
- ◆ Ensuring efficient use of energy and natural resources;
- ◆ Ensuring adequate control and continuous improvement by insisting on credible information about the realization of goals and monitoring the success of the environmental protection measures application;
- ◆ Meeting the expectations of interested parties.

HEALTH AND SAFETY MANAGEMENT POLICY

The basic principles of the health and safety management policy are:

- ◆ Promoting, providing and maintaining a safe working environment and striving to reduce risks for all employees, contractors and visitors through consistent application and continuous improvements of the health and safety management system;
- ◆ All employees are responsible for applying all legal requirements in the field of health and safety at work, at all levels and functions in the company;
- ◆ Conducting work in accordance with legal requirements in the field of health and safety at work, at all levels and areas of the company's activities;
- ◆ Creating and implementing of a program for effective management of health and safety protection at work, which includes: identification, injuries risk assessment and occupational diseases, as well as measures to reduce hazards and recognition of opportunities;
- ◆ Ensuring the implementation and improvement of the health and safety management system by employees at all levels in the company;
- ◆ Planned and continuous training of workers in the field of occupational health and safety at all levels in the company;
- ◆ Internal and external verification of the management system and taking measures to improve or eliminate non-compliances;
- ◆ Ensuring adequate control and continuous improvement by insisting on credible information about the realization of goals and the health and safety measures application;
- ◆ Meeting the expectations of interested parties.

The quality policy, environmental policy, and health and safety management policy are available to all interested parties.

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