

## QUALITY ASSURANCE, ENVIRONMENTAL, HEALTH AND SAFETY MANAGEMENT POLICY

At Cinkarna Celje, the quality assurance, environmental, safety and health management policy is an integral part of the corporate management policy. It is based on the vision of growth and the achievement of key strategic objectives that are in accordance with sustainable development principles and focused on the achieving of satisfaction of the owners, employees, business partners and the environment in which we operate.

The management system has been designed so that it constantly improves efficiency and effectiveness of company operations, recognises opportunities and risks as well as the needs and requirements of all the relevant and interested parties, provides appropriate sources and complies with the legislative requirements and regulations. The basic principles of responsible management of employees and the environment are applied. By implementing the established management system the chief executives and managers set a personal example to motivate and include all the employees who significantly contribute to the improvements.

Suitability, sufficiency, effectiveness and constant implementation of the management system, the operation of this system are regularly reviewed during the planned internal audits and management reviews.

**The basic principles and objectives of the quality assurance, environmental, health and safety management policy are:**

**A satisfied customer:**

- providing products and services that meet the wishes and requirements of the customers,
- fulfilling the needs, meeting and exceeding our customers' expectations with an appropriate system of service and support,
- building partnership relationships with the aim of mutual business success.

**The most appropriate supplier:**

- monitoring and evaluating the capacity of our suppliers to deliver compliant products,
- developing partnerships with the aim to mutually improve performance,
- encouraging the environmental awareness, complete social responsibility of suppliers, outsourcers and other business partners.

**Considered needs of the relevant interested parties:**

- established constant dialogue with the employees, owners, social community and other interested parties,
- posting information from the field of financial operations, management of the impact on the environment, health and safety,
- discussing and considering the opinions of stakeholders to the greatest extent possible.
- ensuring business continuity of the company.

**Qualified and motivated human resources:**

- ensuring that all the employees are familiar with the content of the quality assurance, environmental, health and safety management policy in an appropriate way, that they understand and accept it,
- constant training of employees and communication of information to them,
- raising awareness and motivating employees with the aim to achieve the objectives set, meet the requirements and expectations of the customers and awareness of environmental protection and health and safety of the employees,
- cooperation and consulting the company management with the employee representatives.

**Ensured health and safety of employees:**

- fulfilling legal requirements in the field of health and safety and considering the recommendations and other requirements we have adopted,
- recognising hazards and evaluating of risks at work,
- risk management and implementation of activities in order to prevent injuries at work, damage caused to the work equipment and other property to the greatest extent possible,
- recognizing hazards of occurrence of extraordinary incidents that could result in accidents as well as determining emergency measures for the prevention of accidents,
- planning and implementing activities for the reduction of risks and effective acting and communicating in emergency situations so that health and safety of the employees and other persons are ensured.

**Responsible environmental management:**

- meeting environmental regulatory requirements,
- identification of environmental hazards and risks of environmental impacts,
- risk management and carrying out activities to prevent damage to the environment to the greatest extent possible,
- commitment to climate change mitigation and adaptation and the conservation of ecosystem biodiversity,
- planning and implementing risk mitigation activities and effective emergency management and communication in extraordinary situations to prevent environmental pollution,
- monitoring a product life cycle.

**Energy management:**

- committing to rational and efficient energy use,
- reducing the use of energy products and consequently reducing the impact on the environment.

**Ensured control and measuring:**

- monitoring and confirming the quality of our products and services,
- target process management and measuring of the efficiency and effectiveness of the processes,
- measuring and evaluating of all aspects of the environment, health and safety caused by our activity.

**Planned development and constant improvements:**

- planning and developing processes in accordance with the objectives set,
- introducing measures for improvements and increasing efficiency of individual processes and company as a whole,
- planning and developing of products and services by the introduction of the best available technology relating to the efficient use of materials and energy, reducing all kinds of emissions and ensuring the highest possible level of health and safety,
- planning and implementing measures relating to the recognised risks and opportunities,
- planning and reducing negative impacts on the environment, health and safety in the entire life span of a product, as early as in the beginning phases of the development and investment activities.

Celje, 30 March 2022

**President of the Management Board**  
**Aleš Skok, BSc. (Chem, Eng.), MBA-USA**

