

QUALITY POLICY AND ENVIRONMENTAL POLICY

With the quality and environmental policy, which are an integral part of the strategic policy of POBJEDA-RUDET d.d. Goražde, we set ourselves the principles that ensure the continuity and progress of the company.

The basic principles of our policy are:

- Insuring the long-term success of the company with the production of quality products in accordance with customer requirements, legal and other environmental requirements;
- insure fulfilment of requirements and exceed customer expectations;
- Be recognizable in respect of agreed deadlines and responding promptly to customer requests, as well as flexible to changed requests;
- Provision of the necessary resources for the smooth running of the business process and environmental protection;
- Continuous monitoring of all processes and initiation of necessary measures and improvements in order to reduce risk and acceptance of the opportunities;
- Involvement of all workers in the process of continuous improvement and improvement of the established system of quality and environment management;
- Encourage education and additional training of the workers for functional abilities;
- Meet the expectations of owners and workers;
- Costs control for the purpose of business profit.

The objectives arising from the company policy are:

- Work without errors and in accordance with legal environmental and other requirements;
- Improvement of the organization and way of work;
- Achieving of the planned objectives;
- Defining the responsibility of each worker for the performed activities and the environmental protection;
- Train, motivate and encourage workers to continuously improve the quality of work and to preserve the environment;
- Deliver products to the customer within agreed delivery terms which meets their requirements and expectations.

Leading of the company in the sense of:

- Implementation of quality policy and objectives and environmental policy and objectives;
- Providing of adequate resources, including resources for environmental protection;
- Undertaking of appropriate measures based on the results of the implementation of the process and constant review of the management system;
- All workers accept the quality and environmental management policies as part of our culture, and we believe that this is the right direction on the road to long-term successful business results.

HEALTH AND SAFETY MANAGEMENT POLICY

With the occupational health and safety policy which is an integral part of the strategic policy of POBJEDA-RUDET d.d. Goražde, we have set ourselves the principles that ensure the continuity and progress of the company.

The basic principles of our policy are that:

- Corresponds to the nature of the business and to the acceptable level of risk;
- Includes a commitment to continuous improvement;
- Includes the obligation to comply with applicable legal and other requirements;
- To be documented, established and maintained;
- Introduce all the workers with the policy with the aim to insure the existence of awareness about their obligations that are related to the health and safety at work;
- The policy is available to all interested sides;
- Reviewed the policy periodically to insure their constant adequacy for the organization.

The objectives arising from the company policy are:

- The working environment which includes the culture of the organization with a focus on ethics, balance between work and life, integrity, health and safety of the workers;
- Work environment which encourages employee interest and motivation.

All workers has be to act and operate on the basis of the following principles:

- Perform conscientiously their work tasks in accordance with the prescribed rules of health and safety at work,
- Maintain a clean and healthy working environment.

Leading of the company in the sense of:

- Implementation of health and safety at work policies and objectives;
- Providing of adequate resources for the implementation of policies and objectives;
- Undertaking appropriate measures based on the results of the implementation of the process and constant review of the management system;
- All workers accept the occupational health and safety policies as part of our culture, and we believe this is the right path to successful long-term business results.

Goražde, 10.01.2020.

DIRECTOR *
Muhamed Hubanić, dip.iur.

*Original document endorsed, signatures not present to avoid fraud attempts