

IMS POLICY

Considering myself primarily responsible for mobilizing all employees toward improving the quality of our products through the development and manufacturing of tissue converting machinery, I, as the Director, will direct my efforts toward establishing an Integrated Management System (IMS) – comprising Quality Management (QMS), Environmental Management (EMS), and Occupational Health & Safety Management (OH&S) – so that the name **9. Septembar Tissue Converting d.o.o.** becomes a symbol of superior quality.

Through this IMS Policy, I publicly confirm this commitment.

QUALITY MANAGEMENT POLICY

In order to meet the requirements of the Quality Management Policy in accordance with the ISO 9001:2015 standard, we shall:

- Continuously improve our ability to respond to market demands and applicable regulatory requirements;
- Enhance product quality and reduce costs;
- Increase the organization's competitiveness and expand the market for our products;
- Improve organizational knowledge, apply it in business operations, and foster teamwork.

ENVIRONMENTAL MANAGEMENT POLICY

In order to meet the requirements of the Environmental Management Policy in accordance with the ISO 14001:2015 standard, we shall:

- Conduct our activities without creating unacceptable risks to the environment;
- Periodically identify and review all aspects of our operations that are significant to environmental management;
- Carry out production and other activities in compliance with applicable environmental laws, regulations, and other requirements;
- Educate and encourage employees to continuously improve environmental management practices; and
- Inform business partners and other interested parties of our commitment to environmental management.

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICY

All employees are committed to establishing and continuously improving an Occupational Health and Safety Management System in accordance with the ISO 45001:2018 standard and applicable laws and regulations in this field.

To achieve the Occupational Health and Safety Management Policy, we shall:

- Be committed to providing safe and healthy working conditions in order to prevent work-related injuries and ill health;

- Conduct our activities in a manner that eliminates or minimizes hazards and risks to employees and other participants in the work process;
- Carry out business and other activities in compliance with applicable occupational health and safety laws, regulations, and other requirements;
- Be committed to eliminating hazards, reducing OH&S risks, and continually improving the OH&S management system; and
- Consult and ensure the participation of workers in all matters related to occupational health and safety.

All employees of **9. Septembar Tissue Converting d.o.o.** are responsible for performing their assigned duties to the best of their abilities in accordance with the established Integrated Management System, preserving the company's reputation in the market through adherence to work discipline and the professional execution of their responsibilities.

U Velereč,
30.05.2025.god.

Director,
