



## INTEGRATED MANAGEMENT SYSTEM POLICY

The management team at TEHNOPLAST d.o.o. and all employees are dedicated to the ongoing enhancing of the integrated management system, adhering to the standards set by ISO 9001:2015, ISO 14001:2015, and ISO 45001:2018. We strive to advance and comply with both national and international standards and guidelines in the production and sale of equipment for the distribution and management of electric energy, including plastic components and custom-made plastic parts designed to meet customer specifications, as well as injection molding tools. Through these efforts, management aims to fulfill its mission and vision within the electrical energy sector.

### THE PRINCIPLES AND OBJECTIVES OF THE POLICY ARE AS FOLLOWS:

- ✓ Improvement of the product range and services to meet the requirements and needs of interested parties
- ✓ Improvement of business processes through monitoring their effectiveness
- ✓ Establishing an appropriate value system that meets the needs and expectations of employees while motivating them
- ✓ Motivation of all employees to collaborate and cooperate, build trust, and feel a sense of belonging to the organization, to realize their creative potential fully
- ✓ Planning to ensure highly qualified personnel and continuous employee development
- ✓ Training and professional development of all employees
- ✓ Procurement of modern equipment and quality maintenance of existing equipment
- ✓ Development of the Integrated Management System (IMS) in line with the organization's strategic goals and global trends
- ✓ Ensuring conditions for the improvement of product quality, environmental protection, and occupational health and safety, as well as full compliance with legal and other relevant regulations
- ✓ Identification, analysis, and management of risks related to the environment, employee health and safety, and business processes with a focus on effectiveness and efficiency
- ✓ Identification of all environmental aspects, with special emphasis on significant ones, aiming to prevent environmental pollution and conserve natural resources, and energy
- ✓ Recognition, prevention, and commitment to eliminating hazards and reducing OHS risks, as well as any potential negative environmental impacts.
- ✓ Zero level of work-related injuries resulting in permanent disability or fatalities
- ✓ Commitment to providing safe and healthy working conditions to prevent work-related injuries and health issues
- ✓ Commitment to consultation and participation of employees
- ✓ Continuous improvement of overall business performance, sustainable development of the organization, and contribution to the development of the local community

By achieving the set objectives, we continuously improve the work efficiency and financial potential of Tehnoplast, benefiting the management, our employees, and the community as a whole.

Tehnoplast will apply these principles consistently by using and keeping an integrated management system that focuses on quality, environmental protection, and occupational health and safety in all its organizational units.

Every employee at Tehnoplast will make a personal contribution to implementing this policy by completing their tasks responsibly and on time.



## POLITIKA INTEGRISANOG MENADŽMENT SISTEMA

Rukovodstvo TEHNOPLAST d.o.o. i svi zaposleni opredeljeni su za neprekidno unapređenje integrisanog sistema menadžmenta u skladu sa zahtevima standarda ISO 9001:2015, ISO 14001:2015 i ISO 45001:2018, kao i unapređenje i usklađenost sa nacionalnim i međunarodnim standardima i smernicama u proizvodnji i prodaji opreme za distribuciju električne energije i opreme za upravljanje električnom energijom od plastike, kao i delova od plastike po zahtevu kupca i alata za brizganje. Na taj način rukovodstvo ostvaruje svoju misiju i viziju u elektroenergetskoj oblasti.

### PRINCIPI POLITIKE I CILJEVI SU :

- ✓ Unapređenje proizvodnog programa i usluga radi zadovoljavanja zahteva i potreba zainteresovanih strana
- ✓ Unapređenje poslovnih procesa kroz praćenje njihove efektivnosti
- ✓ Uspostavljanje odgovarajućeg sistema vrednosti koji zadovoljava potrebe i očekivanja zaposlenih motivišući ih istovremeno
- ✓ Motivacija svih zaposlenih da ostvaruju saradnju, šire poverenje i pripadnost organizaciji u cilju što većeg ostvarivanja svojih stvaralačkih potencijala
- ✓ Planiranje obezbeđenja visokostručnog kadra i stalno usavršavanje zaposlenih
- ✓ Obuka i usavršavanje svih zaposlenih
- ✓ Nabavka savremene opreme za rad kao i kvalitetno održavanje postojeće
- ✓ Razvoj integrisanog menadžment sistema (IMS) u skladu sa strateškim ciljevima organizacije i svetskim trendovima
- ✓ Obezbeđenje uslova za unapređenje kvaliteta proizvoda, zaštite životne sredine i bezbednosti i zdravlju na radu kao i potpuna primena zakonske i druge relevantne regulative
- ✓ Identifikacija, analiza i tretman rizika po životnu sredinu, zdravlje i bezbednost na radu zaposlenih, kao i poslovnih procesa sa aspekta efektivnosti i efikasnosti
- ✓ Identifikovanje svih aspekata životne sredine, a posebna pažnja usmerena na značajne aspekte u cilju sprečavanja zagađenja životne sredine, štednja prirodnih resursa i energije
- ✓ Prepoznavanje, sprečavanje i posvećenost eliminisanju opasnosti i smanjivanju OHS rizika kao i pojavu eventualnih negativnih uticaja na životnu sredinu
- ✓ Nulti nivo povreda na radu koje imaju za posledicu trajnu invalidnost ili smrtnih slučajeva
- ✓ Posvećenost pružanju bezbednosnih i zdravih uslova rada radi sprečavanja povreda i narušavanja zdravlja u vezi sa radom
- ✓ Posvećenost konsultovanju i učestvovanju zaposlenih
- ✓ Stalno poboljšanje ukupnih rezultata poslovanja održivog razvoja organizacije kao i doprinosa razvoju lokalne zajednice

Ostvarivanjem postavljenih ciljeva neprestano poboljšavamo radnu efikasnost i finansijski potencijal u Tehnoplast-u u interesu rukovodstva, svih zaposlenih kao i društvene zajednice u celini.

Navedene principe Tehnoplast će ostvariti doslednom primenom i održavanjem integrisanog sistema menadžmenta kvalitetom, životnom sredinom i bezbednošću i zdravljem na radu, u svim svojim organizacionim delovima.

Kroz nastojanje da svoj posao urade odgovorno i na vreme, svi zaposleni u Tehnoplast-u daće svoj lični doprinos sprovođenju ove politike.