

QUALITY, ENVIRONMENTAL, HEALTH AND SAFETY, AND ENERGY MANAGEMENT POLICY

At Cinkarna Celje, the Quality Assurance (ISO 9001), Environmental (ISO 14001), Health and Safety (ISO 45001), and Energy Management (ISO 50001) Policy is an integral part of the corporate management policy. It is based on the achievement of key strategic objectives that are in accordance with sustainable development principles and focused on the achieving of satisfaction as well as the needs and objectives of the owners, employees, business partners, and other affected communities.

The management system has been designed so that it constantly improves efficiency and effectiveness of company operations by recognising opportunities and risks as well as the needs and requirements of all the relevant and interested parties, it provides appropriate sources and complies with the legislative requirements and regulations. The basic principles of responsible management of employees and the environment are applied throughout the entire value chain.

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, suitability, effectiveness and alignment of the management system with the company's strategy are regularly reviewed during the planned internal audits and management reviews.

The basic principles and objectives of our 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 to achieve mutual business success and sustainability requirements.

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 awareness of the need to meet sustainability requirements among 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,
- publishing information from the field of financial operations, management of the impact on the environment, health and safety,
- considering, taking into account the opinions of, and modifying the business model in a balanced way according to the needs and expectations of all stakeholders.
- ensuring business continuity and meeting sustainability requirements.

Qualified and motivated human resources:

- ensuring that all the employees are familiar with the content of the Policy in an appropriate way, that they understand, accept, and implement it,
- constant training of employees and communication of information to them,
- raising commitment and motivating employees with the aim to achieve the objectives set, meet the requirements and expectations of the customers and awareness of the need to meet sustainability requirements,
- 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, occupational diseases and other work-related illnesses, 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 and water resources management:

- commitment to implementing measures to reduce energy consumption and greenhouse gas emissions,
- increasing the share of electricity consumed from renewable sources,
- procurement of energy-efficient and environmentally neutral products and services,
- designing energy-efficient solutions,
- reducing the consumption of natural water resources, introducing wastewater reuse.

Ensured control and measuring:

- monitoring and confirming the quality of our products and services,
- targeted management of processes as well as measuring and controlling their efficiency and effectiveness,
- measuring and evaluating all aspects of sustainability of our activities to meet sustainability requirements.

Planned development and constant improvements:

- planning and developing processes in accordance with the strategy and the set objectives,
- introducing measures for improvements and increasing efficiency of individual processes and the company as a whole,
- designing and developing products and services taking into account the aspects of sustainable development: introducing the best available techniques to use materials and energy efficiently, reducing emissions of all kinds, ensuring the highest possible level of health and safety and social responsibility,
- planning and implementing measures to manage risks and opportunities.

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

