

**QUALITY, ENVIRONMENT AND HEALTH AND SAFETY AT WORK
POLICY**

Date:02.04.2020

The Board of Directors officially hereby declares the Quality, Environment and Health and Safety at Work Policy, so it is transmitted, understood, implemented and maintained by the personnel of ELBAT AD.

This policy expresses the Management's vision for the future development and improvement of the organization and is a key tool for the realization of the strategy, vision and mission of the company.

Through implementation, application, maintenance and continuous improvement of the quality, environmental and health and safety at work management system according to the requirements of ISO 9001: 2015, ISO 14001: 2015 and ISO 45001: 2018, we aim to:

Meet the requirements of customers and other parties having interest, protect the environment and health and safety, while complying with the applicable legal and regulatory requirements for our products and services.

The conducted policy is based on several fundamental principles:

- loyalty to the Company and the customers;
- teamwork;
- professionalism in dealing with assigned tasks.

In conformance with the declared POLICY, the management strategy is to build a corporate culture in line with the company's mission, aimed at:

- + Continuous improvement of the quality of products and services offered, working conditions and impact from the aspects on environment.
- + Organization and planning of the Company activities through implementation of environmentally friendly working systems that protect the health and safety of all our employees and other parties having interest who may be affected by our activities, services or products.
- + Continuous study of and conformity with the requirements and expectations of both customers and personnel with the aim to offer the most appropriate products and working conditions.
- + Management of activities and resources as processes which will enable the visualization of their interconnections, improvement of the team environment and increase of the financial performance.
- + Efficient management of the interconnected processes by providing continuous improvements and by ensuring and maintaining a safe, healthy and meeting all requirements working environment.
- + Satisfying the needs of personnel by assessing its knowledge and skills, providing appropriate training to maintain qualification and engaging creative activity.
- + Establishment and improvement of mutually beneficial relationships with the approved suppliers.
- + Ensuring and fulfilling the quality, environment and health and safety at work commitments at certain time intervals.
- + Ensuring sufficient information, consultation and participation of all workers, instructions, training and monitoring to enable all our workers to realize the dangers and risks of work and to perform their activities responsibly and safely.
- + Aim to lack occupational diseases, severe accidents, injuries and other incidents through organized preventive management.
- + Registration and investigation of each incident, accident and occupational disease, having well-grounded decisions and undertaking measures, which are widely transmitted and implemented to reduce risks at the workplace.

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- ✚ Use of risk assessment as a main tool for addressing occupational safety and health issues.
- ✚ Encouragement and contribution for environmental protection and pollution prevention, applying the best techniques to achieve this in line with socio-economical needs.
- ✚ Active participation in damage recovery and environmental risk prevention related to our activity.
- ✚ Treatment, recycling or recovery of waste.
- ✚ Pursuit of reasonable and efficient consumption of resources - water, energy, raw materials and materials.
- ✚ Maintaining a high level of process control and minimization of the impact of harmful substances to air, water and soil.
- ✚ Identification of environmental aspects, health and safety risks associated with the purchase and/or use of goods, equipment and services, and notification to suppliers and contractors for our requirements during their selection process.
- ✚ Ensuring reliable communication between management and workers concerning all environmental aspects, health aspects, working conditions and occupational safety.
- ✚ Compliance with the applicable regulations on health and safety at work and environment, bringing the entire company policy in full compliance with the quality, environment and health and occupational safety policy of the Republic of Bulgaria and in due time responding to occurring changes.
- ✚ Considering undesired events as a challenge to continuously make improvements favorable for the entire organization.
- ✚ Taking measures to continuously improve the integrated management system, applying the postulates of the Plan, Do, Check, Act Cycle.

Following our principles, we set ourselves annual goals in support of the present policy and review them periodically. We are committed, in all aspects of our activities, to the well-being of our personnel, our customers and the society, and strive to continuously improve them in line with the best practices.

WE HEREBY DECLARE:

Our personal involvement and responsibility to provide the necessary financial and human resources to implement, maintain and continuously improve the integrated management system according to the requirements of ISO 9001: 2015, ISO 14001: 2015 and BS OHSAS 45001: 2018.

That we will review the objectives related to the quality, environmental protection, and health and safety at work and will assess the extent to which they are being achieved.

That we will periodically review the policy to ensure its continuous applicability for the company.

That we will promote and participate in building a culture of safe behavior by following and implementing this policy.

**2020
Dolna Banya**

Chairman of the Board of Directors:

Dimitar Popov

Executive Director:

Nikolay Vasilev