

INTEGRATED MANAGEMENT SYSTEM POLICY

VIA OCEL d.o.o. Beograd establishes its Integrated Management System Policy, harmonised with the overall business policy and the company's other policies, based on the implementation and application of market-oriented business the provision of high-quality, timely and efficient services to our buyers, customers and other interested parties in order to fully meet their requirements, needs and expectations, with continuous development and improvement of effectiveness and efficient of operations.

The core business activities of VIA OCEL include engineering, production, delivery, installation and maintenance of pipe systems, pressure vessels and other equipment, as well as commissioning of parts and components of thermal power plants, heating plants and chemical and industrial plants. VIA OCEL's activities within its line of business are fully compliant with the applicable laws and regulations and customers' requirements, to ensure their maximum satisfaction by providing sound, timely and equipment services.

Priority tasks for our company's long-term policy, along with establishing, maintaining and constantly improving an integrated management system, include application of all environment protection measures and creation of safe and healthy working conditions.

To achieve these objectives, VIA OCEL has gathered a team of experienced and ambitious staff, whose knowledge, professionalism and constant improvements continually add to the quality of the production and service provision processes.

The objectives of VIA OCEL integrated management system policy are as follows:

- ❖ Satisfaction of customers and buyers and meeting of their stated and unstated needs and expectations, with full compliance with statutory and other requirements, in particular those relating to environment protection and occupational health and safety,
- ❖ Meeting the needs and expectations and establishing effective communication with all interested parties and other relevant organisations to ensure better exchange of environmental information and occupational health and safety information,
- ❖ Application of a process-based approach and risk-based thinking,
- ❖ Improving work organisation to ensure rational use of resources,
- ❖ Continually improving effectiveness and efficiency of the production and service execution processes and investment in human resources and equipment to reflect the state of the art,
- ❖ Training, education and motivation of employees in all areas of operation relevant for the company,
- ❖ Maintaining and improving the organisation's reputation by strengthening its market position,
- ❖ Establishing and maintaining partner relations with customers, suppliers and subcontractors, and
- ❖ Commitment to prevention and continual reduction of risk levels from the aspects of environment protection and occupational health and safety, coupled with monitoring and analysis of the achieved outcomes.

I hereby invite all employees to adhere to and apply the documentation of the integrated management system. In this way, we will jointly ensure that we continually, timely and accessibly meet customers' requirements and expectations relating to the quality of our production process and our services, while at the same time also improving our work through our proposals and innovations to achieve even higher quality.

VIA OCEL's management has a duty to constantly review and improve this Policy and the objectives arising from it to ensure their continual conformity with the requirements set out in the standards ISO 9001, ISO 14001, ISO 45001 i ISO 50001, with work processes and with statutory and other requirements, which it will regularly communicate to employees and all interested parties.

Belgrade, 1 April 2022

General Manager

Darko Marić