

The Board of Directors officially declares that the Quality, Environment, and Health and Safety at Work Policy should be announced, understood, implemented and maintained by the staff of ELBAT AD.

This policy expresses management's vision for the future development and improvement of the organisation and is a key tool for implementing 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 OHSAS 18001: 2007, we aim to:

meet the customers' and other stakeholders' requirements, protect the environment and health and safety, while complying with the applicable legal and regulatory requirements for our products and services.

Our policy is based on several fundamental principles:

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

Taking into account this 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 of the aspects on environment.
- ✚ Organisation and planning of the company's activities through implementation of environmentally friendly working systems that protect the health and safety of all our employees and stakeholders who may be affected by our activities, services or products.
- ✚ Continuous research and meeting the requirements and expectations of both customers and staff in order to offer most appropriate products and working conditions.
- ✚ Management of the activities and resources as processes which will enable them to visualise their interconnections, to improve the team environment and to increase the financial performance.
- ✚ Efficient management of the interconnected processes by providing continuous improvements and by ensuring and maintaining safe and healthy working environment which meets all requirements.
- ✚ Satisfying the needs of staff by assessing its knowledge and skills, providing appropriate training to maintain its qualification and stimulating its creative activity.

**QUALITY, ENVIRONMENT, AND HEALTH AND SAFETY AT WORK
POLICY****V01/01.03.2018**

- # Establishment and improvement of mutually beneficial relationships with the approved suppliers.
- # Ensuring and verifying the quality, environment, and health and safety at work commitments at certain time intervals.
- # Provision of sufficient information, instructions, training and monitoring to enable all our workers to be aware of the dangers and risks of work and to perform their activities responsibly and safely.
- # Reduction of occupational diseases, severe accidents, injuries and other incidents through organised preventive management.
- # Registration and investigation of each incident, accident and occupational disease, with the reasoned decisions and measures taken being widely disseminated and implemented to reduce the risks at workplace.
- # Use of the risk assessment as a major tool for addressing occupational safety and health issues.
- # Encouragement and assistance in protecting the environment and preventing pollution, applying the best techniques to achieve this in line with socio-economic needs.
- # Active participation in recovery of damages and prevention of environmental risks related to our activity.
- # Treatment, recycling or recovery of waste.
- # Pursuit of reasonable and efficient consumption of resources - water, energy, raw materials and materials.
- # Maintenance of high level of process control and minimisation of the impact of harmful substances in air, water and soil.
- # Identification of environmental aspects, health and safety risks associated with the purchase and / or use of goods, facilities and services, and notification of suppliers and counterparties of our requirements in the process of their selection.
- # Provision of reliable communication on all environmental aspects, health aspects, working conditions and occupational safety between management and workers.
- # Compliance with the applicable regulations on health and safety at work and environment, bringing the company policy in full compliance with the quality, environment and health and safety at work policy of the Republic of Bulgaria and responding to the changing situations in a timely manner.
- # Reporting the adverse events as a challenge to continuously make improvements favourable to the entire organisation.

**QUALITY, ENVIRONMENT, AND HEALTH AND SAFETY AT WORK
POLICY****V01/01.03.2018**

✚ Taking measures to continuously improve the integrated management system, applying the ideological assumptions of the planning, implementation, verification and action cycle.

In implementation of our principles, we set ourselves annual objectives to support this policy and review them periodically. We are committed, in all aspects of our activities, to the well-being of our staff, our customers and society, and we 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 18001: 2007.

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 in order to ensure its continuous implementation for the company.

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

2018**Dolna banya****Board of Directors**