

Klimaoprema d.o.o. has put the satisfaction of our customers at the forefront of company policies and strategic goals. We wish to assure our customers, present and future, that we are reliable partner that offers products and services impeccable quality, takes great care of health and safety of our employees, and promotes proactive and preventive environmental approach.

Quality, Environment, and Health and Safety Policy is an important part of our company's business policies and as such has crucial role in setting and achieving business goals.

In order to reaffirm our commitment to comply with standards HRN EN ISO 9001: Quality management systems, HRN ISO 14001: Environmental management systems, and HRN EN ISO 45001: Occupational health and safety management systems, Klimaoprema has adopted the following

QUALITY, ENVIRONMENT, AND HEALTH AND SAFETY POLICY

Klimaoprema d.o.o. is actively and permanently committed to the objectives set out below:

- *Continuously comply with and improve all applicable principles and requirements of HRN EN ISO 9001, HRN EN ISO 14001, HRN EN ISO 45001, as well as conform with all good manufacturing practice principles and requirements of relevant norms;*
- *Continually improve the effectiveness of management system, responsibilities, and authorisations of all company staff, on all levels, and apply the methodology of allocation and prioritisation;*
- *Ensure that our staff's awareness is continuously increased when it comes to the importance of quality, health and safety at work, and protection of the environment;*
- *Collaborate with customers in order to meet their expectations and maintain their level of satisfaction with the quality of our products and services;*
- *Foster partnership with suppliers and join forces with them in order to come up with solutions, especially when it comes to environmental matters;*
- *Act based only on facts and data supported by an assessment on risk and opportunities;*
- *Keep up with global trends and introduce new technological solutions;*
- *Ensure appropriate working conditions for all employees in terms of their health and safety, and institute a number of measures aimed at motivating employees and creating a harmonious and loyal winning team;*
- *Identify the sources of danger to the health and safety of our employees and introduce the necessary safeguards (health and safety training, protective equipment, change of procedures, etc.);*
- *Involvement and consultation of all employees, especially employee representatives in the development and improvement of the OHS system;*
- *Continually analyse environmental aspects and their impacts, and introduce necessary alternative solutions and safeguards;*
- *Invest efforts in the further development of our employees ecological awareness;*
- *Sort and dispose of all waste produced in accordance with applicable national legal provisions;*
- *Obligation to fulfill legal and other requirements in the field of Croatian legislation, OHS and environmental protection..*

Klimaoprema's Board of Directors is aware of its responsibilities for implementation of this Policy. The Board will act to the best of its knowledge and abilities to provide leadership, rather than supervision, to the employees.

Samobor, May 5th, 2025