

INTEGRATED POLICY OF QUALITY, ENVIRONMENT PROTECTION, OCCUPATIONAL HEALTH AND SAFETY

DECODE'S POLICY OF QUALITY, ENVIRONMENT PROTECTION AS WELL AS OCCUPATIONAL HEALTH AND SAFETY IS INTEGRAL PART OF COMPANY'S BUSSINESS POLICY. **DECODE** BRANDED PRODUCTS AND SERVICES MUST MAINTAIN HIGH AND ACKNOWLEDGED LEVEL OF QUALITY IN SCOPE OF STANDARDS ISO 9001, ISO 14001 AND OHSAS 18001, IN ORDER TO FULLY SATISFY DEMANDS AND EXPECTATIONS OF CUSTOMERS.

Defined goals are realised through:

- Planned and efficient usage of available resources with optimized business costs;
- System of organisation for business and tasks handling, with responsible teamwork of management board, executives and co-workers, supported by widespread knowledge and experiences of all employed personnel;
- Continual and professional workforce improvement;
- Good internal communication with focus on creating, maintaining and strengthening of intra-company relations as well as customer relations;
- Close co-operation with customers and subcontractors, by developing partnerships with common goals;
- Leadership and commitment of top management towards management systems and resource planning as necessary elements for maintaining and improving of integrated management system as well as active recruitment of all employed personnel;
- Determined responsibilities, authorisations and interrelations of all members involved in system of integrated management of quality, environment protection and occupational health and safety, across all phases of manufacturing and exploitation of product, with full professional and responsible approach to all tasks;
- Dedication to satisfy requests, needs, expectations and wishes of our customers and other interested parties, which were determined as relevant, as well as organisational request, eligible legislation, standards and other requests.
- Consistently respecting regulations and other requests from areas of environment protection, occupational health and safety as well as company business;
- Constant monitoring of products and performed services quality;
- Steady improvement of business processes through advanced system management of quality, environment protection, occupational health/safety and company performance advancement;
- Risks identification, eliminating of danger and lowering of OH&S and other risks that may influence company business;
- Preservation and improvement of work and environment conditions, including prevention of pollutions;
- Obtaining of safe and healthy work conditions for employed personell and visitors, in order to prevent from injuries connected to work and/or deterioration of health, with constant widening of consciousness and company culture in areas of occupational health and safety;
- Consulting of workers and participation of worker's representatives in decision making related to OH&S system management;
- Systematically taking corrective measures to keep steady growth of products, services and processes quality, environment protection and occupational health and safety;
- Preventing pollution, reducing of total waste as well as disposing of material that cannot be recycled in ways that won't endanger environment (principle of waste management hierarchy)
- Advancing the work organisation in order to use natural resources, material and energy in most rational way, re-use and recycle products and packaging whenever it becomes possible;

Above-mentioned principles of quality, environment protection, occupational health and safety determine criterions of quality, environment protection, occupational health and safety to become main priority for all employed personnel:

- Customers verify our quality because only customers can confirm success of our efforts;
- quality responsibilities are individual, we tend to work without flaws, for the first and every other job;
- Quality, environment protection, occupational health and safety concerns everybody, not only members directly included in services and manufacturing processes;
- Quality of services and products has to be planned, designed and realised;
- Prevention of flaws, instead of corrective measures, relieves us from delays, additional expenses and dissatisfaction;
- Our subcontractors are our partners in common jobs realisation. Therefore they are carefully chosen and audited in order to keep quality of acquired goods and services satisfactory, as well as their environment protection, occupational health and safety systems complying to legislative;

Realisation of integrated policy of quality, environment protection, occupational health and safety is absolute responsibility of top management. All staff members are obliged to consistently apply adopted principles and take their part in fulfilment of planned targets.

Belgrade,
07.03.2018.

DECODE DOO
General Manager

Edvard Kovač, signed
Edvard Kovač