

## **INTEGRATED MANAGEMENT SYSTEM POLICY**

The management of TEMAX BH doo is aware of the importance of product quality and responds to the requests of interested parties, prescribed norms for ensuring safe and healthy working conditions, environmental protection, and for this purpose an integrated management system was established according to ISO 9001, ISO 14001 and ISO 45001 standards. By establishing an integrated management system, we highlight our priorities:

### ***Respect for fundamental and human rights***

We promote equal opportunities and equal treatment for our interested parties, regardless of their skin color, ethnicity, nationality, social background, possible disability, sexual orientation, political or religious beliefs, gender or age. We respect the personal dignity and personal rights of each individual.

### ***Protection of health and safety of workers***

We are committed to maintaining appropriate working conditions in the processes from the aspect of occupational safety and health protection of workers on the basis of prescribed legal provisions, standard norms and internal rules in order to completely eliminate potential risks. All participants in the process have the opportunity and obligation to recognize dangers, possible risks and adopt measures to eliminate them.

### ***Environment***

We are part of the environment and our goal is to protect the environment from possible adverse effects of our activities. We analyze and systematically monitor significant aspects that may have a negative impact on the environment in order to prevent its damage and thereby improve the management of environmental protection.

### ***Customers***

Each of our customers has a special value, and as needed and desired, we focus our processes on "tailor made" products by their exact measurements and requirements.

### ***Employees***

Employees are our value, our resource on which TEMAX BH doo is based. We strive to be a company where people want to come to work, educate and develop and be part of the modern business world. Satisfied, competent and motivated employees are a guarantee of our success and sustainability. The awareness of workers that they are an important link in the chain of our processes is maintained by the established integrated management system.

### ***Suppliers***

Selected suppliers of materials and services guarantee the realization of our product with agreed quality parameters. We familiarize suppliers with our requirements through specifications, and the contract defines responsible, ethical action and following the code of fair business practice.

### **Products**

By choosing quality raw materials, professional engagement of our employees and established control, we guarantee the quality and safety of our products. A quality and safe product is imperative in our work.

### **Compliance**

We consistently follow legal requirements, ISO 9001, ISO 14001, ISO 45001 and specified product standards in order to obtain a high quality product.

### **Dangers, risks, opportunities**

For our employees, the recognition of dangers, risks and opportunities in processes is a priority and a task with the aim of eliminating unwanted influences and improving the system.

We are constantly working to ensure the necessary conditions in terms of work safety, worker health protection, and environmental protection in order to preserve the health of workers and the environment.

### **Leadership**

The daily involvement of management and owners in communication with all operational levels ensures that the policy of the integrated system is properly communicated within TEMAX BH, and appropriate to the purpose and context of the organization.

### **Communication**

We are working hard to improve the system that ensures correct, timely and reliable communication to respond to the requests of interested parties. We provide a communication model for our employees through which they can express their opinions, suggestions, concerns about any area of activity of our organization, publicly or anonymously.

### **Continuous improvement / quality**

We ensure a thinking practice based on the recognition of risks and opportunities in order to lead us to continuous improvement of the established system. We achieve the set goals, which we define as clear, measurable, time-bound and in accordance with our policy.

Orašje, June 1, 2023

Director

