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INTEGRATED MANAGEMENT SYSTEM POLICY OF ALUAX LTD

in accordance with the requirements of
BDS EN ISO 9001: 2015, BDS EN ISO 14001: 2015 and BDS EN ISO 45001: 2018

Aluax Ltd., Bulgaria was established in 1995. The main activity of the company is the production of aluminum spacers and accessories for double-glazing industry, various types of plastic nozzles for silicone cartridges, caps and sets for polyurethane foams, as well as multi-component plastic products for applying technical greases.

Over the years, the company has proven itself as a reliable partner of many multinational companies, as a result of which Aluax Ltd. currently sells more than 90% of its production on the foreign market. Bearing in mind the dynamics of the relations that Aluax Ltd. maintains with the stakeholders in the system of its business contacts, **the management team of the company declares its long-term commitment** to maintain, develop and continuously improve the Policy of its Integrated Management System (IMS) in terms of quality, environmental protection and provision of healthy and safe working environment, reflecting the requirements of all individuals, legal entities and public institutions that influence or are influenced by the company's activities.

In an effort to synthesize the main principles of responsible behaviour towards stakeholders and to structure a policy of care to ensure high quality, safety and health at work and protection of the environment and reasonable consumption of energy resources, we, the management team of Aluax Ltd., have formulated the following **priorities** to become the fundament for the development of any new venture, established production practices and business activities and a benchmark for our company's contacts with its partners - individuals, legal entities and public organizations and institutions:

Caring for employees – The workers and employees of Aluax Ltd. are its most valuable resource. In this regard, Aluax Ltd. will continue to invest in:

- development and further improvement of the qualifications of its personnel;
- a wider range of attractive, healthy and safe working conditions;
- fair pay and social benefits;
- providing an opportunity for workers and/or their representatives to participate in decision-making regarding the working environment;
- ethnic, racial, gender, etc. tolerance;
- non-exploitation of child labour.

In addition to this minimum, we will make efforts to stimulate both the individual qualities of our employees and to promote the values of teamwork in a spirit of understanding, trust and respect.

Consumer care – Although Aluax Ltd.'s core business products are not intended directly for the general market, they ultimately reach the end consumer. As a result, the management of the company has adopted the approach that all requirements for the supply of healthy and safe products should be interpreted and respected in a broader meaning. Great attention is paid to sustainable consumption as our efforts are focused on offering high-quality products made from quality materials with traceability of the supply chain from the material manufacturer to the delivery of the finished products to the customer. In this sense, it is extremely important to introduce effective labeling schemes, respectively

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eco-labeling, so as to guarantee the social and ecological usefulness of the manufactured and delivered products.

Care for partners – Through responsible management of its own processes, the management of Aluax Ltd. aims to familiarize its partners with the principles of management based on care for ensuring high quality, healthy and safe working conditions and environmental protection and to motivate them to implement these principles themselves in their activities, as well as to support them with knowledge and expertise in their efforts.

Care for the public image – Aluax Ltd. carries out its activities in accordance with legal, moral and general human norms. The management of the company is committed to making even greater efforts in protecting the pure image of the company by actively cooperating with all regulatory bodies and interested parties to ensure healthy and safe working conditions and environmental protection.

Care for the environment – The entire production activity of Aluax Ltd. is determined by technological processes that, directly or indirectly, affect the environment. Already implemented good practices to reduce the negative impact in this regard are the implemented circulating water system for machines and equipment, the periodic replacement of old and energy-consuming equipment with new one of higher energy efficiency, as well as the construction and commissioning of a photovoltaic system. Management's aspirations are focused on:

- minimizing the negative effects of the company's activity;
- compliance with all legal requirements in the field of care and protection of the environment and the natural resources;
- introduction of more energy-efficient technologies and solutions;
- continuously increasing the use of recycled materials;
- application of innovative ecological and nature-friendly technological practices.

All these actions contribute to generating minimal amounts of waste from the activity and reducing the consumption of energy and natural resources.

The long-term efforts to develop and deepen the processes of responsible planning and managing of the company present the management team with good grounds to declare its long-term commitment to the continuous improvement of all elements of the ISU and the increase of effectiveness in terms of quality, environmental protection and provision of healthy and safe working conditions, in accordance with the requirements of BDS EN ISO 9001: 2015, BDS EN ISO 14001: 2015 and BDS EN ISO 45001: 2018.

In line with its ideas and commitments for continuous improvement of ISU, the management team formulates a **set of goals** that will serve as a compass for the long-term direction of development of Aluax Ltd.:

- Application of international principles and practices to increase the quality of work and compliance with the specific clients' requirements.
- Affirmation of Aluax Ltd. as a reliable supplier through product and technological renewal, maintenance of constant quality of the manufactured products.
- Maintaining a high degree of responsibility of all employees in the company and stimulating the activeness of the staff.
- Maintaining a low degree of risk for the health and life of the workers.
- Continuous monitoring and management of environmental aspects and prevention of environmental pollution.
- Maintaining mutually beneficial cooperation with business partners and suppliers.
- Ensuring continuous deepening of commitments regarding the company's corporate social policy.