

## **QUALITY, ENVIRONMENT, HEALTH AND SAFETY AT WORK, ENERGY AND RISK MANAGEMENT POLICY**

The Company's management is aware of its social and public responsibility and its responsibility towards the environment in which it operates and pays special attention to the policy of the integrated management system and measurable goals for its implementation. The administration provides all necessary resources for its effective implementation and achievement of set goals. The Management pays special attention to the training of employees who implement the quality management policy, environment, health and safety at work and social responsibility.

### **Quality**

The quality management policy, environment management, health and safety at work is permanently upgraded and clearly shows the company's goals to meet the demands of customers, fulfil their expectations about product quality, delivery time, future needs, environmentally friendly materials with the application of valid norms and legal regulations.

The management and all employees of the company are obliged to implement the adopted quality, environment, health and safety management policy and to take care of the goals that support it.

The management determines the policy as part of the overall business policy of the Company with the following objectives:

- High quality of all products and services,
- Meeting the needs and expectations of customers according to its specifications and contracts, in addition to meeting the applicable legal regulations and norms,
- Development of new products and services in accordance with the applicable norms and laws of the Republic of Croatia,
- Customer participation in product development according to special requirements,
- Responsible management of resources, including energy management,
- Business stability and satisfaction of employees and other interested parties.

To implement the quality policy, the Company has established a quality management system in accordance with the ISO 9001 standard. The management is permanently involved in the work of all organizational functions, supervises the implementation of policies and goals, and assigns managers the authority and responsibility for quality work in the field of activity, motivating associates for quality work and securing the necessary resources.

### **Environmental Protection and Social Responsibility**

The Management Board is aware of its responsibility towards the environment in which it operates. Environmental management is a high priority. The goals, planning and monitoring of business operations are implemented as part of the Company's Annual Plan.

The Company has established an environmental management system in accordance with ISO 14001, and through its implementation, it constantly trains and motivates employees, develops their awareness of the need to protect the environment and prevent its pollution, promotes the rational and efficient use of energy and other natural resources to reduce their consumption. The impact of climate change on the organizational context is also regularly monitored and considered.

The Company manages all aspects of the environment by permanently reducing the negative impacts of its activities and improves the achieved results of environmental management by respecting Croatian laws and regulations and applying applicable norms and standards. Through continuous monitoring and preventive action, it strives to prevent incidents. In its operations, the Company adheres to the principles of rational use of resources and the use of environmentally acceptable technologies. In the product development process, the goal is to minimize the impact of products on the environment.

The Company monitors strategic suppliers for ESG risks and encourages the implementation of sustainable business practices.

The management of conflict minerals and metals is an integral part of the supplier management process and special attention is paid to this segment during the supply chains establishment.

### **Energy Management**

The company's management is aware of its responsibility towards energy resources. The company considers its energy policy to be a permanent task of assessing and reducing the consumption of natural resources such as energy sources and raw materials. In energy management, the company complies with applicable legal provisions and obligations, has established a system of continuous improvement of its own processes with the aim of reducing energy consumption. Employees are continuously educated on the rational use of energy.

The company provides the resources and information necessary to carry out the necessary activities of the energy management system, continuously works to improve energy efficiency, and monitors the process of purchasing energy sources, machinery and equipment. When planning investments in new infrastructure, as well as the renovation of existing resources, the company takes into account energy efficiency requirements and aligns them with economic justification.

The company communicates its commitment to external stakeholders - customers, suppliers and the wider environment.

Goals, planning and monitoring are regularly monitored as part of the Annual Plan.

### **Occupational Health and Safety**

In accordance with the legal regulations of the Republic of Croatia and the ISO 45001 standard, the Company permanently and systematically carries out hazard identification, assesses and monitors risks that affect or may affect the health and safety of employees and other interested parties.

The company permanently and comprehensively plans, implements and evaluates the training of all employees for safety at work, conducts preliminary and periodic checks of employees' health abilities, conducts tests of physical and chemical factors in workplaces, installations in buildings, machines and devices with increased hazards. The company develops awareness and understanding of the individual obligations of employees and encourages their active participation in the creation, review and improvement of safety and health protection at work.

### **Risk Management and Business Continuity**

The company has opted for risk management in accordance with ISO 31000:2018 guidelines. Risk management is integrated into all business processes and decision-making processes in the company and comprehensively considers the external and internal context of the Company according to currently available information. It is carried out permanently and adjusted to changes in the external

and internal context, to contribute to continuous improvement based on learning and gaining experience. The company also takes care of the permanent assurance of business continuity. The quality, environment, health and safety management system are permanently developed and gradually upgraded with elements of other systems (social responsibility system, information security management system and energy efficiency management system). The management system for quality, environment, health and safety at work is verified with the help of an authorized, internationally recognized and neutral certification organization.

I support and confirm the policy of quality management, environment, energy management, health and safety at work and the goals of the Company with my signature.

In Zagreb, January 26<sup>th</sup>, 2026

General Manager

M.Sc. Stipe Miličević, B.S.Ec.

Quality Management, Environment, Health and Safety and Risk Management Policy at KONČAR - Switchgear Ltd. is also issued as an independent document approved by the Company's Director and is available to all interested parties.