

COMPANY POLICY

HEXPOL Compounding Lesina, s.r.o.

Management have decided, on behalf of the company itself and concerning all their activities, to implement, manage and improve several systems including Quality Management, Environmental Management System as well as S@W and Energy Management System, and following this decision they

bind themselves to

- providing necessary resources and information for achieving goals in the fields of certified management systems
- ensuring conformity with relevant legislative requirements and norms of particular management systems:
 - within the frame of QMS (IATF 16949) implementation and updating all customer requirements, incorporating implementation of corresponding requirements in all company activities
 - within the frame of EMS (ISO 14001) contribution to environmental protection including prevention against environmental pollution, incorporating implementation of corresponding requirements in all company activities
 - apply elements of the PEFC scheme, both internally and externally in the downstream chain in the production and processing of natural polymer rubber compounds.
 - within the frame of S&W (ISO 45001) consistently raising work safety standards including detecting and reducing of risks, incorporating implementation of corresponding requirements in all company activities
 - within the frame of energy management (ISO 50001) ensuring purchasing of energy-saving products and services leading to consistent reduction of energy intensity, incorporating implementation of corresponding requirements in all company activities

S@W	QUALITY	ENVIRONMENT	ENERGY
SMS ISO 45001	QMS IATF 16949	EMS ISO 14001	EnMS ISO 50001
LWC	QUALITY	WASTES	ENERGY CONSUMPTION
LWD	OTD	WATER CONSUMPTION	
	DOWN TIMES	GAS CONSUMPTION	

- continuous improvement of individual requirements of integrated management systems, while goals of individual management systems are:
- to discuss information with workers and their representatives to ensure their participation at all levels of the management system as a necessary condition for the effective functioning of all processes in the organization
- the Integrated Management Systems Policy is held as documented information; it is communicated internally within the organization and accessible to all interested parties via the Internet

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in spite of these arrangements, HEXPOL Compounding Lesina, s.r.o. Company's priority to meet its obligations to all its customers will not be affected

Management exercise following rules and principles:

1. Customer 's satisfaction is our highest aspiration

A customer pays for quality products and ensures our jobs. Groundwork for success is to understand and meet their requirements. Customer's satisfaction is our main objective.

2. We are strong only as a team

It is possible to keep up with the increasing market demands only if we act as a team. If we perform our tasks conscientiously, learn from each other, inform and support one another, and cooperate, only then will we become undefeatable. We aim to remain persistent in training our employees, sharing experience with them and increasing their awareness of quality of our services as well as environmental protection.

3. Work flawlessly

Everyone can make a mistake while working. Yet it is only when the cause of a mistake is found and eliminated, can both the quality of our work and our environment improve. We want to avoid making the same mistakes again. We strive to have functioning and steadily improving established processes, and also set our yearly goals and targets based on results from the preceding year.

4. Work ecologically and safely

Any activity we do, we strictly enforce environmental protection. It is self-evident to obey valid legal regulations and other requirements that relate to the type of business activities and environmental protection. To prevent injuries and accidents, we are finding possible risks and we pay attention to eliminating or, at least effectively reducing such risks. We objectively assess the environmental profile and improve environmental conditions mainly by preventive actions.

5. We are transparent and do not hide information

We inform our co-workers, customers, suppliers and competent offices about our intentions and aims. We are always ready to cooperate on improving the environment. We take great care of training our employees in terms of safety and health protection in a workplace and environmental protection. We lead an open dialog with our employees, customers and the public about treating the environment well, energy intensity inclusive.

6. Be better and better

Every success may end. We wish to maintain our success by continuous improvement of our procedures and processes, both on small and large scales. Each of us is obliged to support this continuous process. We aim to sustain and improve the integrated management system in accordance with IATF 16949, ISO 14001, ISO 50001 and ISO 45001.

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