BULLTEK QUALITY MANAGEMENT POLICY

The management of BULTEK Ltd. assumes its responsibility in the construction, maintenance and continuous improvement of the Quality Management System and the Integrated System, declaring the following basic principles enshrined in the policy:

- **Customer and other stakeholder guidance**- we are aware of our responsibility and strive to satisfy to the maximum extent the current and future needs of all our customers, complying with the legal and regulatory requirements in force.
- **Leadership**– we are aware of our responsibility to maintain operating systems. We create appropriate conditions that stimulate the employees of the company to participate fully in the quality management processes, as well as to show initiative in the implementation of the activities related to them.
- **Empathy of people**- we believe that the most valuable resource of the company is the people. We strive to create an atmosphere in which people are motivated, satisfied and fully committed to achieving the company's goals.
- **Factual approach to decision-making**– decisions at all levels of the company are based on up-to-date and correct information. The implementation of a working communication system and management of documented information create conditions for making the right decisions.
- **Process approach**- the products created by the company are the result of interconnected basic and additional processes, which are considered and managed as a system and not independently.
- **Mutually beneficial relations with suppliers**– based on the principle that quality materials, services and equipment must be used for the production of a high quality product, the company selects suppliers offering high-quality supplies as its partners.
- **Improvements for a higher level of quality**- by continuously monitoring and analyzing the processes in the company and taking effective corrective measures and management aims at continuous improvement of quality.

In order to achieve its main objective of - **production and realization of high quality products that to the maximum extent satisfy the requirements of our customers** – management of the company sets the following objectives:

- Increase the total volume of sales revenue;
- Improving the financial performance of the company;
- Introduction to the market of new products meeting European quality requirements;
- Carrying out technological and technical improvements of existing products;
- Introduction of new technologies and equipment;
- Development of human resources by increasing the motivation and competence of the staff;

The management of the company ensures that:

- The organization has the necessary resources for the construction, maintenance and development of a Quality Management System;
- Ensure that the system in place operates efficiently and in accordance with the requirements of EN ISO 9001:2015.

BULLTEK ENVIRONMENT MANAGEMENT POLICY

Our main goal is to create such process management and organization of the work in the company, through which to ensure the protection of the environment.

By taking responsibility for the construction, maintenance, and continuous improvement of the Environmental Management System (EMS), management declares the following basic principles enshrined in the EMS policy:

- Compliance with the subject matter and environmental impacts - We are aware of our responsibility and strive to ensure as accurate as possible identification of environmental aspects and possible risks arising from the activity;
- Continuous improvement of environmental protection and pollution prevention – a key objective of the EMS, which can be achieved by continuous monitoring of the course of processes, reducing the risk of pollution, as well as effectively and efficiently improving the performance of EMS
- Compliance with the current legislation – the company undertakes to apply the current legal framework as well as other environmental requirements;
- Documentation, implementation and maintenance – the management undertakes to ensure documentation, implementation and maintenance of the EMS;
- Communication and empathy of the people – the management announces the policy on the EMS and related objectives and strives to create appropriate conditions, stimulating its employees to participate fully and initiative in the implementation of the activities. Management believes that the most valuable resource of the company is people. By managing their suitability, motivation and satisfaction, the management strives to create conditions in which people are committed to achieving the company's goals in terms of EMS;
- Accessibility of the policy – the policy is accessible to every employee, as well as to all external stakeholders and the public, and at any time and upon request it will be made available for acquaintance;
- Process, systematic and factual approach - the rules of operation created by the company are the result of the course of interconnected basic and additional processes, which are considered and managed as a system, not independently. Decisions and actions are based on objective data and facts.
- The management of the company is committed to achieving high quality of its products and services, but not at all costs, but only in strict compliance with all regulatory requirements under the EMS and with guaranteed environmental protection.

Management is committed to the following objectives:

- Strict study and compliance with the requirements of the legal norms with regard to EMS;
- Reducing the risk of contamination with waste from the main activity;
- Motivation and training of staff in relation to EMS;
- Modernizing waste collection, storage and transport methods by introducing a system for separate collection of waste.

The management of the company ensures that:

- The organization has the necessary resources to build, maintain and develop an Environment management system;
- Undertakes to ensure that the introduced Environment Management System operates in accordance with the requirements of EN ISO 14001:2015.

BULLTEK OCCUPATIONAL HEALTH AND SAFETY POLICY

Our mission is to create such working conditions in the performance of the company's activities that to the maximum extent satisfy the requirements of the legal and other norms regarding occupational health and safety (OHS).

By taking responsibility for the construction, maintenance and continuous improvement of the OHS Management System, management declares the following basic principles enshrined in the OHS policy:

- Compliance with the nature and scope of the risks - We are aware of our responsibility and strive to ensure to the maximum extent health and safety at work, through adequate hazard identification, as well as assessment and management of OHS risks;
- Continuous improvement – a key objective of the OHS system, which can be achieved by continuous monitoring of the course of processes, reducing the risk of diseases, accidents and accidents at work, as well as effectively improving OHS performance by taking appropriate and effective corrective and preventive measures;

- Compliance with the current legislation – the company undertakes to apply the current legal basis as well as other requirements regarding OHS;
- Documentation, implementation and maintenance – the management undertakes to ensure documentation, implementation and keeping up to date of all processes;
- Communication and empathy of the people - the management announces the policy on OHS and related objectives and strives to create appropriate conditions, stimulating collaborators to participate and show initiative in the implementation of the activities.
- Accessibility of the policy – the OHS policy is accessible to every employee, as well as to all external stakeholders, and at any time and upon request it will be made available for acquaintance;
- Process approach - the health and safety at work created by the company are the result of interconnected basic and additional processes, which are considered and managed as a system and not independently;
- Factual approach to decision-making - the communication system, the management of documents and records OHS create a prerequisite for decision-making based on up-to-date information;

By achieving the main goal - continuous improvement of health and safety at work in the company and meeting the existing requirements in this field – we guarantee the achievement of the additional goals that we have set ourselves:

- Maximum satisfaction of the requirements of the legal and other OHS rules in a way that minimizes risks to all staff, subcontractors, partners, and all other interested third parties;
- Reducing the risk – no jobs and activities with unacceptable risk;
- To make investments in OHS at the rate of 0.5% of the annual turnover of the company;
- Minimizing the number of incidents;
- To work with environmentally friendly and harmless materials, technologies and equipment for human health;
- Continuous training and upskilling of staff in terms of OHS.

The management of the company ensures that:

- The organization has the necessary resources to build, maintain and develop an OHS Management System;
- Undertakes to ensure that the OHS management system in place operates in accordance with the requirements of EN ISO 45001:2018.

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