

## QSEH POLICY

### PERFECTION IN BUILDING CLEANROOMS

is our motto. The perfection in our work is necessary since we play a significant role for the health of present and future generations.

### ENVIRONMENT, HEALTH AND SAFETY

We care for a healthy and clean working environment, responsible waste management by recycling and restricted, controlled use of hazardous substances. The safety and health of our employees are values that we responsibly follow, by preventing any kind of risk of injury to our employees, helping them remain healthy, engaged and productive.

### REACTIONS TO NON-CONFORMITY AND COMPLAINTS

The input, process and output control have an important role along with the continuous training of our employees to prevent non-conform products. Permanent communication with customers as well as reactions to their problems and complaints helps us to solve project problems on the fly.

### FOCUS ON QUALITY

We place great emphasis on producing clean rooms of the highest quality by careful selection of only high-quality non-corrosive, precise production operations as well as qualitative installation and finalisation of the clean rooms.

### EMPLOYEES

Employees play the important role of success; they are capital in which we invest. Every single one of us is proud of the work we do and the products we create.

### CUSTOMER SATISFACTION

100 % customer satisfaction is our goal. We strive to understand our customers' needs and priorities, in order to offer products and services that help them successfully achieve their goals. We believe that the very nature of collaboration helps build stronger relationships among our employees and the customers they work with.

### TEAMWORK AND COLLABORATION

Teamwork and collaboration in the workplace make our work successful. Strategic collaboration with suppliers results in best practice being shared throughout the supply chain, on the other hand collaboration with our customers helps us to take the next step in building relationships, managing projects and meet crucial deadlines efficiently.

### INNOVATIVE THINKING

We care about innovation, development and technical excellence. Constant improvements and development of new products make us competitive and staying »in the game«. Each employee is involved in the improvement process; we follow and encourage everyone's suggestions and advice.

### OBLIGATIONS AND MANAGEMENT COMMITMENT

Leadership is our mission. The management is obliged and committed to adapt to market conditions and try to remain competitive, provide social security for the employees, maintain solvency through rational and economical management, maintain and raise the image of the company in public, provide the necessary resources (financial resources, staff and equipment) to carry out the processes, inform, motivate and reward employees and thus encourage awareness of belonging to the company.

### NO MOBBING

We protect human rights; every employee has the right and is obliged to report the behaviour of an individual who violates the code of business ethics. We understand, accept and value differences between people by removing all barriers, discrimination and intolerance.

Jernej Zupančič,  
direktor družbe:

