

**Frezal d.o.o. Ruma** is a family-owned company founded in 2005 with a vision to become a leader in the production of tools and technical plastic products.

Our company delivers high-quality products with an optimal price–value ratio, ensuring a high level of customer satisfaction and meeting the expectations of all relevant interested parties. We operate responsibly, protecting quality, the environment, energy, and the health and safety of our employees, while applying the principles of social responsibility and sustainable development.

The Integrated Management System (IMS) Policy represents a strategic framework for defining, achieving, and periodically evaluating objectives related to quality, environmental protection, energy performance, and occupational health and safety. The policy is aligned with the organization’s purpose, context, and strategic direction and is based on the following principles:

**1. Focus on customers and relevant interested parties**

We build stable, reliable, and partnership-oriented relationships with customers, suppliers, contractors, and other interested parties. We effectively manage risks and opportunities to ensure consistent quality and controlled impacts on the environment, energy, and occupational health and safety throughout the entire product and process lifecycle.

**2. Responsible resource management**

We provide competent employees, adequate resources, and timely information. We procure goods and services that support product quality, safe working conditions, minimal environmental impacts, and improved energy performance.

**3. Compliance with legal and other obligations**

We consistently identify and fulfill all applicable legal, regulatory, and other requirements related to quality, environmental protection, energy efficiency, and occupational health and safety.

**4. Safe and healthy working environment**

We create and maintain safe and healthy working conditions. We actively work to prevent injuries and occupational illnesses and continuously improve the safety culture through consultations, communication, and employee participation.

**5. Employee competence, awareness, and involvement**

We systematically develop the knowledge and skills of our employees through training, awareness-raising, and strengthening individual responsibility for quality, environmental protection, energy, and safety. We encourage innovation, employee initiatives, and a culture of continuous improvement.

**6. Performance monitoring and process management**

We continuously monitor, measure, and analyze process performance and the achievement of IMS objectives. We ensure transparency, availability of information, and clear communication of the policy and objectives to all employees.

**7. Continuous improvement of the system**

We continuously improve the effectiveness of the Integrated Management System, prevent nonconformities, injuries, and negative environmental impacts. We optimize the use of energy and natural resources and strive toward long-term sustainable and efficient business practices.

**8. Environmental protection and pollution prevention**

We are committed to preventing pollution, using resources responsibly, and improving environmental and energy performance through the management of environmental aspects and energy-related parameters.

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This policy is communicated to all employees of Frezal d.o.o. Ruma and made available to relevant interested parties. Top management regularly reviews and updates the policy in accordance with the organization’s strategic direction and changes in its context.

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