



POLICY OF INTEGRATED MANAGEMENT SYSTEM

in accordance with requirements of standards:

ISO 9001:2008 – Quality Management
ISO 14001:2004 – Environment Management System
OHSAS 18001:2007 – Occupational Health and Safety Management

„Hidrotehnika – Hidroenergetika“ a.d. is constructing capital structures since 1946. As the constructed dams have economic importance for the society, so the newly constructed lakes make scenery and environment look nicer. Our commitment has always been to operate in useful, correct, human manner taking into account equally the business, nature and people.

Policy of integrated management system in our company is based on a modern, market oriented principles and **has the objective** to meet requirements, needs and expectations of investors and social community in area of construction of all types of power structures, hydro-structures, civil engineering and building structures.

This policy has the task **to set the frame** for defining of objectives of integrated management system that will contribute to continual improvement of system efficiency and general advance of the company. The task of the management is to provide resources, and task of all employees is to perform their duties responsibly and in a good faith.

Improvements will be achieved through:

- *Maintenance of certified integrated management system*
- *Quality assurance of executed works (in accordance with requirements of investors, requirements of project documentation and legal regulations)*
- *Investments in production and human resources*
- *Tracking of new technologies and respect of legislation from area of our business, environmental protection and occupational health and safety (permanent training and improving of employees)*
- *Impeccable treatment of investors in all contacts (fulfillment of requirements within contracted time)*
- *Development of relations with suppliers and subcontractors in the spirit of good cooperation (evaluation of suitability of suppliers and subcontractors)*
- *Meeting the needs and expectations of employees*
- *Permanent improving of occupational health and safety level of all employees, and level of education of external performers, in order to achieve zero level of risk for employees, subcontractors, visitors*
- *Consideration of opinion and suggestions of all interested parties and taking of appropriate measures for improvement of integrated system (encouraging preventive action)*
- *Rational consumption of resources and power, appropriate treatment of waste and dangerous materials and permanent increase of range of collecting of secondary raw materials from aspect of environmental protection, and its handover to authorized institutions*
- *Defining and implementation of rules (that were not provided for by legal regulations) with purpose to improve management of environmental protection and management of occupational health and safety*
- *Tracking of satisfaction of investors, employees and suppliers*
- *Review of integrated management system*

Maintenance and improvement of business quality and culture is permanent undertaking of all employees, at all levels.