

MANAGEMENT SYSTEM POLICY

Trimo is one of the leading European companies offering complete solutions in the field of building envelopes with a tradition continuing over sixty years. Nowadays, it is a highly technological and development-oriented company that provides its customers functional, innovative and aesthetically accomplished solutions, which are upgraded by the exceptional care for its users.

The strategic development of Trimo has been based on the principles of sustainable development and business excellence. The differentiation in the market has been achieved by means of highly innovative solutions, establishing partnerships and ensuring satisfaction to all the shareholders. We offer comprehensive quality solutions to our customers and users, develop potentials of our fellow employees and create stable operations. The clean environment has been maintained for our successors by the development of products and technologies that excel in health safety, environmental friendliness and energy efficiency.

Our strategic objectives aim at ensuring high quality and safety of products, services and technologies that are people- and nature- friendly, at integrating quality into new products and processes from the supply chain to the after-sales activities and at improving effectiveness and efficiency of the company's integrated management system. It is our objective to continuously strive and strengthen a responsible relation to the quality, environment, health and safety at work in all the activities throughout the life cycle of the products, and this policy has been integrated into all company's business systems.

We are committed to the highest criteria of the business and ethical behaviour. Our commitments have been implemented through the established integrated quality management system, environmental management and occupational health and safety management that are integral parts of the Trimo's uniform management system.

Our fundamental principles are:

We plan and develop complete solutions in order to be able to provide a high quality of life, overall well-being, a high level of quality, safety, reduction in negative impacts on the environment and risks for the customers, owners, our business partners and contractors, end users, employees, social and natural environment.

When planning products, we try to understand, consider and even exceed the requirements of the customers and users. Modern design approaches are taken into account and a high level of earthquake safety, fire, thermal and noise resistance and safe removal after the end of useful life of a product are ensured. The entire life cycle of a product is considered in development concepts and development tasks. The same quality, safety and ecological baselines have been observed in the development of the system and technologies.

We as a socially responsible company give priorities to the people-friendly and nature-friendly products, solutions and technologies. The Safety statements represents an umbrella document of the occupational health and safety system in the company. The Company's own developed technologies and technological procedures have been designed to have a minimal impact on the environment and they do not involve any high risks with respect to the environmental requirements.

We undertake that resources for the efficient system operation and implementation of measures taken by the programmes for system development and risk control will be provided.

Being committed to **follow the legislative and other requirements** we constantly search for new, original and efficient solutions and act in harmony with the nature, health and safety at work and expectations of the shareholders in all business processes.

By the systematic monitoring and supervision of the entire life cycle of the products and services we meet the requirements and expectations of all the interested parties. We set measurable objectives

for the continuous improvement in efficiency in the field of quality management, health and safety at work and the environmental management and implement projects for the achievement of objectives and improvement processes.

The impacts of our activity on the employees, natural and social environments are measured by the commitment to monitoring the quality of our products and services, environmental performance and environmental protection, work equipment, health of the workers and their ability for the performance of work.

Our operations are transparent and by taking care of the employees, the natural and social environment we communicate and inform the employees and the interested public about the activities. We consult the employees and enable their participation to improve management system.

By clearly determined objectives and efforts of the personal development of each individual we **encourage training courses and strengthen awareness** of the meaning of quality assurance, responsible environmental performance and care for healthy and safe work. We respect and develop competence, increase professionalism and broaden experience of individuals who are mutually linked and exchange their know-how with the partners.

We forge strong partnerships with customers, contractors, partners in the development and other fields, which enables co-creating of development potentials towards establishment and implementation of the strategy of quality, environmental management and occupational health and safety tailored to Trimo.

The attitude to health has been cultivated as a value, the quality of relations has been enhanced and resources and conditions have been provided for work in a positive, healthy and safe environment, which increases the satisfaction of the employees and the social environment.

Commitment to sustainable development and continuous improvements is a conscious decision of Trimo. It has been affirmed since the very beginning and represents one of the fundamental elements of the corporate culture and the mission. Our actions are based on the responsibility to the people, natural and economic development. We have not waited for a better tomorrow; in cooperation with the shareholders we efficiently produce positive, long-term effects bearing in mind the future generations. Products and technologies that are people- and environmentally-friendly have been developed, safe and regulated working environments have been provided, we controlled emissions, monitor and reduce the consumption of energy, water, greenhouse gases emissivity, follow the hierarchy of waste management, and natural resources have been effectively used. While preparing measures for the improvement in the environmental performance and security operations we give advantage to collective and technical solutions over the individual ones. Special attention has been devoted to continuous improvements in efficiency of the integrated management systems. All the employees have been actively involved in the search for improvements and the best solutions.

In compliance with the commitment and orientation towards prevention the established system enables identification, recognition and control of the potential effects of uncertainty, hazards and risks for the people and natural environment as well as assessment or measurement of dangers and harmfulness. On the basis of the system established we are committed to implementing the programmes and the daily responsible work, which increases the satisfaction of the shareholders and prevents the pollution of the natural environment, occurrence of injuries and occupational illnesses.

Božo Černila
CEO

Polona Adamič
COO

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