

Company Policy of DBSS d.o.o.

NA 7.1-1 | Issue 1 | English translation of the Slovenian original

Quality

1. Quality is the company's fundamental guiding principle. Our primary objective is to manufacture and sell quality products that meet customers' needs and requirements.
2. We strive for quality that delivers the best long-term economic results. Customers' opinions are decisive when assessing quality.
3. Our products must fully comply with the requirements laid down in national and international regulations and standards.
4. Products should satisfy demanding customers in terms of functionality and usability, while also being safe for people and environmentally friendly.
5. Company quality also means meeting agreed deadlines, ensuring product availability and competitive prices, and maintaining the quality of business operations as a whole.
6. The Director bears primary responsibility for quality and plans and directs all activities aimed at achieving it. All employees share responsibility for quality in accordance with their powers and responsibilities at work.
7. We will maintain the quality system at the level required by the international ISO 9001 standard for quality management and quality assurance. The quality system is documented in the QUALITY MANUAL, which is aligned with actual practice.

Environmental management

1. Wherever possible, we align our environmental management system with ISO 14001 requirements and continually improve it.
2. We are committed to preventing pollution, protecting the environment and handling waste appropriately.
3. We are committed to operating in compliance with environmental legislation.

Health and safety

1. Wherever possible, we align our health and safety system with OHSAS 18001 requirements and continually improve it.
2. We are committed to preventing health and safety risks and injuries to all employees.
3. We are committed to providing a safe and healthy working environment to prevent accidents and injuries and, wherever possible, to providing safe and health-supporting workplaces.
4. We promote a healthy lifestyle.
5. We are committed to operating in compliance with health and safety legislation.

Social responsibility

1. Legislation and rules: We are committed to acting in accordance with applicable laws and regulations.

2. Corruption and bribery: All forms of corruption and bribery are prohibited, including both active and passive bribery.
3. Forced labour: All forms of forced labour are prohibited. This includes forced prison labour, labour used to repay debts, and any other type of forced labour.
4. Child labour: All forms of child labour are prohibited. Unless legislation sets a higher age limit, we do not employ persons below the age required to complete compulsory education or below 15 years of age, except as provided for in ILO Convention No. 138. Workers under 18 do not perform hazardous work and are subject to restrictions on night work, taking their educational needs into account.
5. Abuse: We respect each individual's personal dignity, privacy and personal rights. Employees must not be subjected to corporal punishment or physical, sexual, psychological or verbal harassment or abuse.
6. Remuneration: Wages, including overtime pay and allowances, at suppliers' companies should meet or exceed the level required by applicable laws and regulations.
7. Working hours: Unless national legislation sets a lower maximum, and except in exceptional business circumstances, suppliers' employees should not be required to work more than a standard working week of 48 hours or a total working week of 60 hours, including overtime. Employees must be granted at least one day off in every seven consecutive days of work, except in exceptional business circumstances.
8. Non-discrimination: All suppliers' employees, regardless of skin colour, race, nationality, social circumstances, any disability, sexual orientation, political or religious beliefs, sex or age, must be treated strictly on the basis of their abilities and qualifications in every employment-related decision, including but not limited to recruitment, promotion, remuneration, benefits, training, dismissal and termination of employment.
9. Freedom of association and trade union organisation: We are committed to respecting employees' constitutional right to freedom of association and to establish and operate trade unions.

Velenje, 1 January 2023

Director: Robert Špegel; Beno Sovič