

QUALITY, ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY POLICY

This policy is applied to all KGC Group employees. Based on the principles, goals and indicators are set in all departments.

OBJECTIVES

Quality

Ensure the highest product quality through process improvement.

Health and safety

Ensure safe and healthy working conditions using risk assessment and preventive actions.

Environmental protection

Reduce negative environmental impacts by developing innovative solutions.

PRINCIPLES

Customer focus:

- We respect and meet customer requirements and aim to exceed expectations.
- We comply with contractual obligations, requirements of legislation and standards.

Leadership:

- We implement changes for quality improvement and process efficiency.
- We are constantly reviewing and improving processes and management systems.

Engagement of people:

- We provide opportunities for employees initiate and implement change.
- We encourage employees to improve processes and manage risk.

Continuous improvement:

- We improve our activities by applying *lean* methods.
- When assessing risks, we look for opportunities to improve processes.

Process approach:

- We manage processes on a *plan-do-check-act* basis.

Evidence-based decision making:

- We measure, analyze and only then make decisions.

Relationship management:

- We seek a mutually beneficial relationship with all interested parties.

Environmental protection:

- We conserve natural resources and sort waste.
- We take into account the life cycle of the materials used.

Health and safety:

- We provide safe and healthy work conditions and continuously improve them based on the information received from employee representatives.
- We foster an approach to a safe work culture at all levels.

Approved by the order:

REGARDING QUALITY, ENVIRONMENTAL AND OCCUPATIONAL HEALTH AND SAFETY POLICY OF
KGC GROUP OF COMPANIES

September 28th, 2021 No. V-63 / V-190 / V-66 / V-83 / V-84 / V-1 / V-1 / V-1 / V-1

Based on the requirements of
ISO 9001:2015; ISO 14001:2015
and ISO 45001:2018