



QUALITY and ENVIRONMENTAL MANAGEMENT POLICY

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We are one of the most important manufacturers of screws and other special metal products according to drawings and our mission is to provide high quality metallic connecting elements for the global market based on entrepreneurial mind-set and environmental responsibility.

We want the connecting elements of our company to be a part of every technologically demanding product in the automotive industry, the household appliances industry and in other industries.

Because the demands of our customers are growing, we are only able follow them with good organization, good technical and technological support, qualified staff and focused vision, supported by values such as professionalism, innovation, fair partnerships, excellence and resourcefulness.

In order to make it easier to keep track of changes, we are implementing certain projects in the company that will help us achieve our set objectives.

Our main strategic orientations and objectives are as follows:

- *Customer satisfaction*
- *Specialization*
- *Internationalization*
- *Development of market niches*
- *Increasing added value*
- *Horizontal growth and networking*
- *Stimulation of entrepreneurial culture*

In addition to economic orientations and objectives, the company also has a strategic orientation to prevent all kinds of environmental pollution. The management and the employees strive to maintain the cleanest, healthiest and tidiest natural and working environment, to be economical in the management of energy, raw materials and waste, and rational in the use of all other natural resources that affect the company's operations.

We do this by:

- *Transferring knowledge and ensuring more information*
- *Introducing a coaching culture*
- *Raising motivation and improving the reward system*
- *Establishing good relations*
- *Ensuring optimal business process management*
- *Developing the internal organization of the company*
- *Increasing the added value of products*
- *Developing partnerships with customers*
- *Developing partnerships with suppliers*
- *Continuously complying with environmental legislation and other regulations and requirements to which the company has agreed*
- *Preventing pollution and incidents*
- *Caring for a clean environment*
- *Rationally using natural resources*

All employees including me are responsible for adopting, meeting and improving the company's quality management system and environmental management system.

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COMMERCIAL OFFICE
MEETING ROOM
FINISHING/NOTICE BOARD IN URI
TOOL WORKSHOP/ ADVERTISING BOARD BASEMENT
WATERBURY FORGE/ COMPUTER
TECHNICAL OFFICES / NOTICE BOARD
MEASURING ROOM
WAREHOUSE BELOW AT THE ENTRANCE
LODGE
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