

## 1. ORGANIZATIONAL REVIEW

### 1.1. QUALITY AND ENVIRONMENTAL POLICY

We at ZELEZNIK- AD Demir Hisar, continuously striving for development will sustain and raise our company as prime producer of steel shot and cast through actions that will continuously raise the development, quality and care for the working and living environment as follows:

- Meet client's demands with improving quality constantly
- Continuous elimination of obstacles contributing for bad image of our company and send our buyers away
- Creating solid relationships with our suppliers and other partners through following and evaluating their performances
- Constant education of our own employees for achieving top results
- Day-to-day efficiency improvement of Quality Management System
- Promoting of business, profit increase and making higher employee's and share-holder's living standard
- Care for natural environment in which we work and live as employee's priority i.e. healthy natural environment means employees capable of giving quality:
  - Responding to the laws and other obligatory regulations to which the company is committed, and which refer to environmental aspects
  - Preventing of environmental pollution and responsible resource management
  - Acting in accordance with the established procedures and assigned responsibilities
  - Continuous improvement of the diligence of its own actions and business processes
  - Continuous execution of the activities and assignments in a way that will prevent environmental pollution

ZELEZNIK a.d. will work always in favor of the society, share-holders and employees and as for the production; it will be based on in conjunction with all applicable legal and other standardized acts.

**Quality and environmental policy remains a framework for introducing and testing quality and environmental targets.**

April 2014 god.

Chairman of the Board of Directors

Aco Poposki

