

POLICY

HIP-Petrohemija a.d. Pančevo is a producer of basic petrochemicals and polymers and it has been supplying the regional market for over 40 years now, thanks to its top quality products and everlasting dialogue with all parties concerned.

Through socially responsible operations we achieve sustainability and positive outputs in the social and economic environment.

With our products and services we try to respond to present and future customers' needs and to satisfy all our clients' requirements, always expressing endeavour to offer more than they expect.

We responsibly manage the risks in business processes in order to act proactively, to increase the level of corporate responsibility and to improve our process key performances. We continually plan our goals and provide all necessary resources and informations for realization of our products and processes. The results obtained are carefully analysed and used as the basis for planning further improvements.

We apply the current national and European legal regulations in the fields of quality, energy efficiency, living and working environment protection, as well as the rules of international standards and fair industrial practice.

The kernel of our business are people. By continual involvement of all employees, improving their knowledge, taking care of their health and safety, and encouraging their innovation and creativity, we make them aware of their role and significance of their contribution to realizing the company's policy and goals.

We are devoted to the environmental performances improvement and pollution prevention. Through plants modernization and permanent process control we keep reducing the impact of our processes to air, water, soil, and minimize waste generation.

The prevention programmes are applied as well as medical treatments and rehabilitation, in order to take care of our employees and to diminish the consequences of possible injures and accidents. Employees are consulted and emboldened to participate in issues about safety, and thorough efficient communication with them we increase the awareness of safe and healthy work environment. We keep improving our corporate responsibility towards the employees, young people, disabled, local community and the whole society, for the purpose of mutual content and success.

We develop mutually useful relationship with our suppliers, through explicit and transparent communication optimize costs and resources, create conditions for quick and flexible response to changes. We encourage energy efficient product supplies and energy efficient process designs, in order to spread awareness of energy efficiency in our working environment.

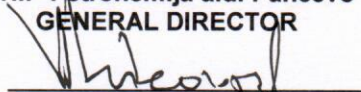
We keep improving the quality of all our processes and products in compliance with the best available methods for the purpose of sustainable development and process energy efficiency increase. We keep improving the management systems of quality, energy, environmental protection, health protection and safety at work.

We apply integrated management system which complies with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and ISO 50001:2018. We have accredited laboratories in accordance with SRPS ISO/IEC 17025:2017. We keep improving safety in railway transport as being a certified Entity in Charge of Maintenance (ECM) in accordance with the requirements of Annex III to ATMF Annex A, and Appendix G to COTIF.

General Director and top management bear the ultimate responsibility for continual improvement of the integrated management system through promotion and application of this Policy. Our employees bear the responsibility for consistent employing of the Policy in which way they contribute to its realization.

Pančevo, 1 January 2019

HIP-Petrohemija a.d. Pančevo
GENERAL DIRECTOR



Velimir Unković