

## ENVIRONMENT PROTECTION POLICY

The high-level management of MILŠPED continuously demonstrates leadership and dedication to the introduction, implementation, promotion, maintenance and constant improvement of the environmental management system in accordance with the requirements of the ISO 14001:2015 standard, while taking full responsibility for the effectiveness of the environmental management system.

A large amount attention and support is given to the staff and the resources necessary to achieve constant improvement and setting of new environmental goals.

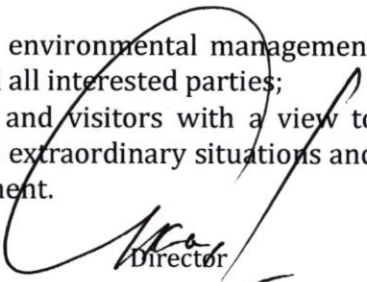
All MILŠPED employees are dedicated to preventing and eliminating pollution of the environment and to this end they:

- Identify all aspects of the environment, including the external factors that affect or may affect the environment;
- Implement and maintain the processes at the company level to minimize the aspects affecting the environment, i.e. to eliminate such aspects completely or to the greatest extent possible;
- Determine the obligations relating to compliance, continuous monitoring and analysis of risks in relation to environmental aspects;
- Perform business activities in accordance with the applicable environmental protection laws and regulations;
- Save resources and energy, reduce or eliminate the use of harmful materials;
- Reduce CO<sub>2</sub> emissions in the environment through the ECO driving program, while simultaneously increasing the safety of all traffic participants;
- Treat waste in a controlled manner in order to reduce, properly dispose of and label, minimize and hand it over to operators for further treatment;
- Improve the existing fire protection system to achieve zero fires at the location;
- Form a partnership with interested parties to examine and resolve negative environmental effects in an environmentally acceptable way;
- Inform the public about all the environmental aspects, as well as the business partners and other interested parties about their dedication to the protection of the environment, and the relevant needs and expectations of the interested parties in relation to the environment.

MILŠPED builds a proactive culture through:

- Implementation and constant improvement of the environmental management system through communication with employees and all interested parties;
- Education and training of employees, contractors and visitors with a view to preventing pollution, achieving readiness to react in extraordinary situations and raising awareness of the importance of the environment.

Krnješevci, 17/01/2020



Director

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Nebojša Išković