

The CEO of E-WASTE SILISTRA AD decided to implement, maintain, and improve the integrated management system management with the scope: **Reconfiguration of unusable lithium-ion battery modules from electric vehicles into energy storage systems**, in accordance with the standards ISO 9001:2015, ISO 14001:2015, and ISO 45001:2023 respectively.

Integrated management system policy as an integral part of the general policy of the organization, aims:

- to offer services of a high-quality level, as efficient as possible and to satisfy customer's requirements as well as the applicable legal requirements;
- improve environmental performance, protect the environment and get the satisfaction of all parties interested in the environment in compliance with the applicable legal and regulatory requirements;
- assess, improve and prevent occupational hazards and to obtain the satisfaction of all parties interested in occupational health and safety, in compliance with the applicable legal requirements.

Objectives:

- prevention of non-conformities in all stages of the activities carried out;
- identifying and satisfying customer requirements in order to increase their satisfaction;
- reduction of product supply costs, without compromising quality, by reducing costs due to non-conformities, additional operations and customer complaints;
- compliance with legal and regulatory requirements regarding product, environment, and health and occupational safety;
- improving environmental performance by programming, monitoring, and analyzing objectives and environmental indicators;
- improving transparency and relations with the public and the authorities;
- prevention of environmental, health, and safety complaints, incidents, and accidents occupational through a permanent concern in this regard;
- improving occupational health and safety performance by scheduling, monitoring, and analysis of objectives and indicators;
- carrying out, in good conditions, ensuring an improvement of the level of protection of the employees, of the activities within the organization;
- improving transparency and relations with the authorities;
- training, awareness, and motivation of staff in order to improve occupational health and safety performance and the health and safety risks to which they may be exposed, prevention and protection measures including first aid, prevention, and action in case of emergency;
- prevention of non-conformities, incidents, and work accidents through a permanent concern in this respect;

The HSEQ Manager has the authority and responsibility for designing, implementing, maintaining, and improving the integrated management system in accordance with the reference standards.

As CEO, I undertake to provide all material and human resources for the implementation of the policy and objectives regarding quality, environment, OHS as well as the continuous improvement of performances in these fields.

This general policy must be complied with and incorporated in all the quality, environmental, and occupational health and safety actions and systems established, by adapting to the specific characteristics of each Project or to the activities performed therein.

1st October 2024

E-WASTE SILISTRA AD

CEO of the E-WASTE SILISTRA AD

Signed

