

## QUALITY AND ENVIRONMENTAL POLICY

The main objective of the Baltronic Group is to offer telecommunication network equipment, related services and knowledge according to the expectations and needs of customers, suppliers and co-operation partners on the basis of environmentally sustainable and customer-focused business strategy.

In our activities we are guided by developed integrated quality and environmental systems (QEMS), which specifies the requirements for implementing the provisions of ISO 9001 and ISO 14001 standards.

Every employee of the affiliate company accepts, implements and uses the QEMS in his/her work.

The following key words used by Baltronic Group describing our activity help us achieve recognition and success:

### **Quality of products and services and the confidence offered to customers**

We continuously perform monitoring and carry out analyses on the basis of which we constantly seek for possibilities to improve our products and services, and we are ready to offer our customers effective solutions matching their specific situations.

### **Conformity to requirements**

We take into account the requirements prescribed by the standards applicable to our industry and other regulatory documents, and implement the solutions on the basis of environmentally sustainable and safe working principles.

### **Adaptability and ability to develop**

We pay special attention to the continuous improvement of the qualification and professionalism of our personnel through systematic training. We constantly develop our Company and its processes and employ nonconformity and pollution prevention processes in order to keep up with and adapt to the rapidly changing external environment.

### **Defined quality and environmental objectives**

The set objectives are specific, measurable, agreed, realistic and timed (set for a specific period).

The quality and environmental objectives are reviewed, updated, recorded and confirmed at least once a year within the framework of a management review (see “Main Documentation and Procedures Manual”).

The environment related positions of Baltronic Group:

- we provide our Employees a work environment complying with the legislative requirements;
- reduce the amount of waste generated in the course of our production, and ensure their appropriate handling;
- apply recycling of packaging material and paper waste;

- apply sorting and separate storage of hazardous waste generated in the course of the production process;
- prefer, whenever possible environment-friendly materials;
- co-operate with partners who value sustainable development;
- improve the understanding of the staff regarding the environment protection;
- notify the co-operation partners of our environmental policy and the major environmental aspects;
- ensure the accessibility of the environmental policy to any interested parties.