

MONBAT®

GROUP

Quality, Environment and Occupational Health and Safety Policy



January 2023

The Management of MONBAT AD, Montana, and START AD, Dobrich, declare that the present **Quality, Environment and Occupational Health and Safety Policy** is duly announced and realized, implemented and supported in full by the personnel in both organizations.

MONBAT AD and START AD are specialized in designing, manufacturing, selling and distributing starter, stationary and semi-traction batteries for civilian and special purposes. The unexceptionable product quality, along with the workplace health and safety and environmental care, are preconditions for satisfying the requirements of our customers and other interested parties. We work daily to assure and maintain the high level of quality and the continuous improvement of OHS and environmental performance.

The key feature of our Policy is the pursuit of continuous improvement in all aspects: development of innovative products and technologies with minimal negative impact on workplace health and safety and environment; reducing the use of energy resources; extending the market share; effective risk management; rising customers` satisfaction and employees` motivation; decreasing losses and increasing efficiency, all aligned with the stakeholders` expectations.

Our most important capital asset is the people

The mutual respect and provision of equal opportunities for increasing competencies and potential development are fundamental for having aware, trained and motivated employees.

We believe in and aim at active communication between all levels in the company.

Constant improvement of product quality, working conditions and environment management are among the main priorities of MONBAT and START management, achieved by:

- ❑ Exercise of effective control for correct application, maintenance and continuous improvement of the Integrated Management System, according to **ISO 9001, ISO 45001, ISO 14001, IATF 16949** and **AQAP 2110** and in compliance with the legal provisions of Republic of Bulgaria and other requirements approved;
- ❑ Expansion of market positions to meet the specific requirements and expectations of our customers;
- ❑ Provision for and maintenance of safe production technologies and work conditions to ensure complete physical, mental and social well-being of employees and all persons interested in our activities; as well as prevention and limitation of pollution and other negative effects on the environment;
- ❑ Effective management of all processes in the companies. Efficiency of set goals and analysis of results;

- Elimination of hazards in order to prevent or diminish professional risks causing workplace accidents or occupational diseases;
- Provision and on-going support for personnel high qualification, motivation and discipline required to realized their individual responsibilities towards the quality of products, OHS and environmental aspects;
- Adequate management of environmental protection activities aimed at preventing or reducing pollution and environmental damage, reasonable consumption of natural resources and waste management in accordance with the existing regulations and other specific documents.

The contribution, professionalism and commitment of the management itself and of every employee are a guarantee for successful fulfilment of our goals.

I declare my personal commitment to the implementation of the announced **Quality, OHS and Environment Policy** to ensure MONBAT and START constant progress and high performance.

18.1.2023

Montana

Approved by: 
Petar Hristov - Procurator