

# MONBAT<sup>®</sup>

## G R O U P

### Quality, Business Continuity, Environment, Occupational Health and Safety Policy



**December 2025**

The management of MONBAT AD, Montana, and START AD, Dobrich, declare that the present **Quality, Business continuity, 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 design, manufacture, sale and distribution of starter, stationary and semi-traction batteries for civilian and special applications.

The impeccable product quality, along with the workplace health and safety and environmental care, are preconditions for satisfying the requirements of our customers and other stakeholders. We work daily to ensure and maintain a high level of quality and its continuous refinement, along with enhancing the OHS and environmental performance.

**The key feature of our Policy** is the pursuit of persistent improvement in all aspects: development of innovative products and technologies with minimal negative impacts on workplace health and safety and environment, reducing the use of energy resources, extending the market share, effective risk management, rising customer satisfaction and employee motivation, lessening losses and increasing efficiency, all aligned with the stakeholders` expectations and the business continuity.

## **People are our most valuable asset.**

Fostering mutual respect and providing equal opportunities for increasing competencies and potential development are basic prerequisites for having aware, trained and motivated employees.

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

**The continues improvement of product quality, working conditions and environmental management** are among the main priorities of the management of MONBAT AD and START AD, and this is achieved through:

- ❑ Exercising effective control over the correct application, maintenance and advancement of the implemented Integrated Management System, in compliance with ISO 9001, ISO 45001, ISO 14001, ISO 22301, IATF 16949, and AQAP 2110, and consistent with the legal requirements of Republic of Bulgaria and other regulations approved;
- ❑ Expanding market positions by satisfying the specific requirements and expectations of our customers;
- ❑ Creating, securing and maintaining safe production technologies and work conditions to provide complete physical, mental and social well-being of our employees and all persons interested in our activities, as well as preventing or limiting pollution and other adverse effects on the environment;
- ❑ Effective management of all processes within the companies. Efficiency of planned goals and analysis of results;
- ❑ Establishing and implementing contingency plans to ensure business continuity;

- ❑ Removing hazards to prevent or diminish professional risks causing workplace accidents or occupational diseases;
- ❑ Providing and maintaining high qualification, motivation and discipline of personnel as to raise awareness of the individual responsibilities of each employee regarding the quality of the products, business continuity, health and safety at work, and environmental aspects;
- ❑ Adequate management of environmental protection activities aimed at preventing or mitigating pollution and environmental damage, rational consumption of natural resources, and waste management in accordance with the regulations in force and other specific acts.

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

I declare my personal commitment and responsibility for the implementation and execution of the announced **Quality, Business continuity, Environment, and Occupational health and safety Policy** ensuring the continues progress and high performance of MONBAT AD and START AD.

02.12.2025