



QUALITY AND WORKER HEALTH AND SAFETY POLICY

Management of Pro-Team doo Vukovar has established the following principles of quality management and protection of workers' health and safety:

The aim of providing services, in the field of business activity, is to find out and fully meet the requirements and expectations of our clients and other interested parties, to achieve excellence in service provision, customer satisfaction and the sustainability of the company's operations.

Pro-Team doo will develop partnership cooperation with all its suppliers and all other interested parties, which can directly or indirectly influence the processes in the Organization.

The management, in accordance with the context of the Organization, has accepted the obligation to provide safe working conditions for the prevention of injuries and occupational diseases, as well as the consequences of potential incident situations.

At all levels of management and process development, the Administration will periodically identify compliance with legislation and other requirements of interested parties, and implement activities to improve compliance.

Management of risks and opportunities in the organization, management of operational risks and recognized hazards at workplaces, analysis of expectations of internal and external interested parties, definition of measurable and realistic goals for quality and protection of workers' health and safety, planning of measures and activities and allocation of sufficient resources for program implementation and action plans, Pro-Team management uses it as an effective system and business management tool.

A clear determination is expressed to invest in technological development and continuous improvement of the integrated management system, business results and safe working conditions, with the aim of reducing costs and increasing productivity. The Organization's obligation is to include and pro-actively employ as many workers as possible at different levels of management and execution of works, especially process owners and members of the ISU Team.

The organization will allocate sufficient resources to achieve the required and targeted level of competence and knowledge, both in performance and management. The goal of raising the level of knowledge and competence is to achieve the minimum number of non-compliant services, safety incidents, injuries, occupational diseases, customer dissatisfaction and complaints about services and the management system.

The greatest strength of our Organization is our people, and we are committed to allocating resources to stimulate their pro-active approach to health and safety at work and to stimulate their innovation, productivity and contribution to the company's reputation.

In Vukovar, 14.12.2018.

For Pro – Team doo

Dorđe Maglov, director