

INTEGRATED MANAGEMENT SYSTEM POLICY

Netico Solutions business activities: research & development, engineering and production of devices, systems and software for control and management in energy, oil and gas industry, telecommunications and support for business and industrial process management. Industrial systems for automation belong to the critical systems class, which control sensitive production processes or manage critical industrial resources, and the most important aspects are safety and security for human lives and the environment, as Netico Solutions basic idea to commit preserving environment through the development of innovative products and services that would contribute to efficiency and safety of industrial systems, committed to quality, only.

Netico Solutions integrated management system policy is brought in accordance with market position and strategic goals. Policy presents a framework for defining objectives, based on the following principles:

- 1) Commitment to the customer, his goals and success in joint projects is a priority.
- 2) Work ethic, information security and professional integrity are the most important business principles that are developed and applied without exceptions and compromise.
- 3) Our products are made of high quality components that meet the highest standards of quality and environmental protection.
- 4) Within the process of product development and provision of system design services, critical functions are treated with special care regards safety of people, information, facilities and the environment, thus strives for comprehensive testing of products in different circumstances to ensure their reliability and safety.
- 5) In order to maintain with high level of products and services quality we are constantly implementing employees education, focusing on professional education and project management process. Besides we educate employees about the environment protection, safe and secure work, and data protection.
- 6) Constant innovation is essential for business success and permanent product and services quality improvement. Therefore, Netico Solutions strives to create a work environment that fosters individual initiative and innovation. Open communication is enforced, not only within the company but also with business partners, clients, suppliers and all stakeholders.
- 7) Developing an awareness to develop good relations with clients, take care of client information security is imperative.
- 8) Commitment to further improve efficiency of the integrated management system for the stakeholders benefit;
- 9) Netico Solutions develops products and services aiming energy consumption reduction, reducing CO₂ emissions and improving environment;
- 10) Operates in full compliance with laws and regulations on environmental protection, employees safety and health protection and information security;
- 11) Netico Solutions offers employees conditions and equipment for workplace safety that exceed the requirements of the law, and motivates employees to improve workplace safety through their participation.

Niš, 21.02.2020.

 Director, Jovan Jovanović



QUALITY POLICY

Systems of automatic control are classified as critical systems that control highly-sensitive production processes or manage critical industrial resources. The most important aspects of the system operation are health and safety of humans and the environment. The only way to design these systems successfully is to be fully committed to quality.

Netico Solutions quality policy is based on the company's interaction within the environment and its strategic goals. Quality policy represents goals and objectives framework and is based on following principles:

- 1) Full dedication to customers, their goals and successfully implemented projects represents a priority.
- 2) Work ethic and professional integrity are basic business principles which we encourage and apply without exceptions.
- 3) Our products consist of top-quality components which meet the highest standards of quality and environmental protection.
- 4) Product development process and system design services are focused on critical functions which are relevant for the safety of humans, facilities and product environment. We insist upon comprehensive product testing of diverse application possibilities in order to secure product reliability.
- 5) In order to secure top quality of our product and services, we focus on constant education of our employees, as well as on professional knowledge, understanding of project management processes and internal activities of the company.
- 6) Constant innovation is crucial for business success and permanent enhancement of product and service quality. Therefore, Netico Solutions strives to create work environment which encourages individual initiative and innovations. We insist on open communication, not only within the company, but also with all interested parties.
- 7) We are committed to constant improvement of quality management system efficiency, which results in satisfaction of all relevant parties.

Nis, 01.10.2014.



General Manager

Jovan Jovanovic

ENVIRONMENTAL POLICY

Since the foundation, one of the crucial goals of Netico Solutions has been commitment to environmental protection through the development of innovative products and services which contribute to efficiency and safety of industrial systems. Our commitment is clearly reflected in our logo and the following business principles:

- 1) Netico Solutions aims at developing products and services which make a significant contribution to energy saving, reduction of harmful gas emissions and improving the safety of the systems which use harmful substances;
- 2) Netico Solutions product development is based on components which do not contain hazardous substances (all in accordance with RoHS standard);
- 3) The company's business operations are completely in accordance with environmental laws and regulations;
- 4) We apply environmental programs and practice in our operational processes;
- 5) The company gives priority to suppliers who consistently apply clearly defined environmental policy;
- 6) The company insists on constant education of its employees in terms of environmental protection importance and day-to-day business methods which are relevant for environmental protection;
- 7) Netico Solutions is committed to constant improvement of the efficiency of environmental protection system management.

Nis, 01.10.2014.



General Manager

Jovan Jovanovic

HEALTH AND SAFETY POLICY

We have established Netico Solution with a clear aim of being committed to health and safety of our employees and service beneficiaries through the development of innovative products and services that contribute to the efficiency and safety of industrial systems. Our commitment to health and safety is achieved by respecting the following business principles

1. Our business imperative is health and safety of our own employees, as well as employees of the organizations which are doing business with Netico Solutions;
2. Our business activities are carried out without occupational accidents, as we take all the necessary steps to prevent injuries and threats to personal safety;
3. We have created safe, healthy and favorable work environment for all relevant parties, which is essential for all business processes;
4. In terms of product development, Netico Solutions focuses on the safety of the product and its future use;
5. Our business operations comply with all health and safety laws and regulations;
6. The company employs health and safety practice and programs in its operational processes;
7. Netico Solutions educates its employees in terms of applying health and safety measures on daily basis;
8. Netico Solutions is dedicated to constant improvement of health and safety system efficiency.

Nis, 18.05.2015.



General Manager


Jovan Jovanovic