

## **POLICY OF LTD “KRONUS”**

POL.001.06.2022

**Our focus – customer, environmental protection, supply chain security, energy efficiency, as well as ensuring employee health and work safety.**

**We maintain constant contact with customers and stakeholders to:**

- Find out and meet the needs, wishes and expectations of interested parties.
- Receive feedback to assess customer satisfaction.
- Pleasantly surprise customers with our products and services.
- Provide expert support.
- Help improve sustainability performance by offering renewable and recyclable products and helping to reduce carbon emissions and use resources efficiently.
- Ensure compliance with principles of fair business ethics.
- Provide financial support and donations to less protected sections of society.

**We manage environmental aspects related to the company’s operations:**

- Using natural resources conscientiously.
- Analyzing and reducing potential impact on the environment.
- Maximizing reuse of materials as much as possible.
- Ensuring waste sorting and recycling.

**We constantly improve the performance of the energy efficiency system by continuously monitoring and managing energy performance indicators**

We take measures to:

- Ensure the security and integrity of the cargo
- Protect the society, employees, equipment, and company property from the potential harmful effects of the company’s operations or effects resulting from emergency situations.

**The main value of the company – employees. We:**

- highly value the contribution of each employee of the company.
- create an open, honest, respectful work atmosphere so that employees can reveal their abilities, receive appropriate evaluation of their work, and improve their skills.
- create a safe and highly efficient work environment, preserving the health and working capacity of a person in the process of work, providing for an intolerant attitude to persons who abuse alcohol and drugs.
- determine appropriate working and rest time, as well as develop a remuneration system.

**Every employee of LTD KRONUS is responsible for compliance with the company's policy!**

**To fulfill defined commitment, set targets and objectives, top management creates a work environment and provides resources for:**

- risk assessment, quality, environmental impact, energy efficiency and supply chain security objectives and targets,
- compliance with legal requirements,
- continuous improvement of technological processes,
- continuous improvement of the professional level of personnel.
- assessing the impact of new products, services and processes on the environment and energy efficiency,
- procurement of energy efficient products and services,
- developing projects where energy efficiency and impact on the surrounding environment are considered,
- improving processes and providing information on achieved sustainability indicators,
- ensuring supply chain security throughout the continuous analysis of the collected information in the company and received from the stakeholders related to supply chain security,
- exclusion of discrimination based on race, religion, sex, marital status or pregnancy, age, political opinion, national origin, disability, health, sexual orientation or any other ground in the recruitment and employment of employees,
- ensuring readiness of management and employees to take actions to prevent possible accidents, fire, and emergencies.

In the absence of legal restrictions, all employees, including contractors and subcontractors, have the same rights and social support.

<b>Status</b>	<b>Position</b>		<b>Date</b>
<b>Confirmed</b>	Member of the Board	A.Minajevs	18.08.2022.
<b>Agreed</b>	Chief Quality Officer	G.Daine	18.08.2022.