



LEADERSHIP POLICY



PRINCIPLE: Continuous improvement of the Hidria Leadership system (HLS) and meeting the requirements of customers and interested parties.

HLS – Hidria Leadership System is a process-driven management system which we are committed to continuously improve by addressing risks, opportunities and deviations from the requirements. We are committed to satisfy the expectations of our customers and stakeholders and to ensuring excellence and innovativeness of our products and processes. Forming partnerships with our suppliers and applying our improvement policies to them are crucial for ensuring product compliance. We strive to have competent, accountable, and motivated employees as they are crucial for process effectiveness. We promote teamwork and continuously enhance leadership skills. The management takes responsibility for the success of Hidria's leadership system. All employees are part of the system and each of us contributes to the efficiency of the system and Hidria's business performance.

GOALS of Hydria's Leadership System (HLS):

- Ensuring that products meet the expectations of customers, legislation and stakeholders.
- Safe, reliable and effective products.
- To achieve customer satisfaction through consistent quality and timely delivery.
- Compliance with quality management systems standards and core tools in the automotive industry (APQP, FMEA, PPAP, SPC, Control Plan and MSA).
- Control of risks and opportunities at all levels.
- Continuous improvement of products and processes through HCl (Hidria Continuous Improvement) activities with the aim of reducing the cost of non-quality (NQE).
- Control of product and process development with a focus on risks identification and Control Plan development.
- Achievement of the targets of the process indicators.
- Defined roles, responsibilities and authorities for targets achievement.
- Implementation of production processes in controlled conditions and in accordance with the Control Plan.
- Managed supply chain.
- Elimination of identified deviations from requirements through an analysis of the causes and the implementation of measures.
- Digitalization of processes with the aim of increasing transparency and efficiency.

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ENVIRONMENTAL POLICY



PRINCIPLE: We are committed to sustainable operation, a responsible attitude towards the environment and achieving climate neutrality by 2040.

In all business processes, we are constantly looking for innovative solutions that ensure the efficient use of natural resources and the reduction of negative impacts on the environment. Based on risk assessment, already in the development phase of the product and related processes, we identify possible impacts on the environment with the aim of preventing pollution and protecting the natural environment. We consistently operate in accordance with international standards, legal and other relevant requirements. We integrate all recognized requirements into business processes, constantly monitor them with set goals and, in case of deviations, improve them with appropriate measures. Through constant information, education, and training of employees, we increase environmental awareness. Our operation is transparent. We have an external communication system in place for all interested parties. We transfer our commitment to sustainable development and environmental responsibility to the supply chain.

GOALS of sustainable reduction of environmental impacts:

- Compliance of products, activities and services with applicable environmental and energy legislation and other requirements. Fulfilment the requirements of the ISO 14001 standard.
- Careful and controlled use of all natural resources that we need for our operations, such as: water, air, electricity, fossil fuels, natural raw materials and materials.
- Use of materials and products that have less impact on the environment.
- Product planning, implementation and improvement of production processes and technologies from the point of view of reducing negative impacts on employees and the environment.
- Planning of new products taking into account the entire life cycle from product development products to end-of-life management.
- Calculation and reduction of the carbon footprint of the company and products.
- Prevention and reduction of environmental pollution due to our operations by monitoring and controlling emissions into the air, water and soil, noise emissions into the environment and light pollution.
- Prevention and reduction of waste generation and active action in the transition to a circular economy.
- Economical handling and use of chemicals in all production processes. Ensuring and improving the protection of people and the environment against possible risks due to the potential dangers of chemicals in their use.
- Reducing the impact on climate change, especially reducing greenhouse gas emissions and working towards climate neutrality.
- Prudent use of land in a way that protects biodiversity and ensures that the natural habitats of wild animals and plant species are not endangered due to our activities and interference with the environment.
- Clearly set guidelines regarding environmental procurement sustainable requirements in the supply chain.
- Ongoing training for all employees, suppliers and other partners for proper management of environmental impacts and raising environmental awareness.

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OCCUPATIONAL SAFETY AND HEALTH POLICY



PRINCIPLE: We are committed to providing a safe and healthy environment for all our employees, contractors and visitors.

We believe that occupational health and safety is a fundamental element of our corporate culture, which is reflected in the dedicated care of our employees. We strive to protect the health of all our employees. We carry out health promotion activities to promote the physical and mental health of our employees. We strive for mutual trust, good relationships and professional and personal development of each individual. By continuously improving, identifying and managing risks, and meeting legislative and other requirements, we are committed to ensuring safe and healthy workplaces and working conditions, thereby preventing work-related injuries and health impairments. We involve employees and their representatives in consultation on changes that have an impact on safety.

OBJECTIVES of ensuring a safe and healthy environment:

- Compliance of occupational health and safety assurance with applicable legislation and standards. Compliance with the requirements of the ISO 45001 standard.
- Regular periodic inspection of workplaces and work equipment, as well as assessment and management of risks of injury and health impairment.
- Providing regular preventive preliminary and periodic health examinations of employees, depending on the work they perform, with occupational health providers who know our workplaces well. Respect and adherence to the health restrictions of employees.
- Involving employees in various theoretical and practical trainings in the field of occupational health and safety and fire protection.
- Informing about innovations and encouraging employee participation in issues related to safety, health and fire protection.
- Implementation of measurements in the working environment within the prescribed deadlines in the workplace risk assessment.
- Providing prior protection by verifying the impact on occupational safety and fire protection in all purchases of work equipment and in all investments.
- Provision of standards-compliant personal protective equipment.
- Investing in ergonomic improvements in the workplace and promoting the involvement of employees in health promotion activities.
- Safe use of chemicals in all production processes. Ensuring and improving the protection of people and the working environment from the potential risks posed by the potential hazards of chemicals in their use.
- Instructions for safe work with work equipment and chemicals.
- Established procedure for managing all incidents in the field of occupational safety and fire protection: dealing with and analysing all reported incidents and determining measures to prevent recurrence.
- Implementation of preventive activities in the field of fire protection.

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ENERGY POLICY



PRINCIPLE: We are committed to sustainable operation, a responsible attitude towards the environment and achieving climate neutrality by 2040.

We are constantly looking for innovative solutions that ensure the efficient use of natural resources, improving energy efficiency and reducing negative impacts on the environment. With energy measures, we reduce the consumption of energy which leads to a reduction in carbon dioxide (CO2) emissions. We are increasing the share of electricity use from renewable sources. We are improving the infrastructure to achieve optimal energy efficiency. Our operation is transparent. We ensure compliance with international standards and with legal and other relevant requirements regarding the rational and efficient use of energy. We control the process with set goals which in case of deviations are improved with appropriate measures.

GOALS of sustainable reduction of environmental impacts and increase of energy efficiency:

- Compliance of products, activities and services with applicable environmental and energy legislation and other requirements. Fulfilment the requirements of the ISO 50001 standards.
- Careful and controlled use of all natural resources that we need for our operations, such as: water, air, electricity, fossil fuels, natural raw materials and materials.
- Product planning, implementation and improvement of production processes and technologies from the point of view of economical and efficient use of energy in accordance with the development of the best technology.
- Planning of new products considering the entire life cycle.
- Calculation and reduction of the carbon footprint of the company and products.
- Economical use of all energy sources and implementation of measures for efficient use, resulting in the reduction of carbon dioxide emissions.
- Reducing the impact on climate change, especially reducing greenhouse gas emissions and working towards climate neutrality.
- Increasing the share of use of renewable energy sources.
- Reducing the proportion of production technology which use fossil fuels.
- Improving the infrastructure with the aim of reducing the energy consumption and improving energy efficiency.
- Clearly set guidelines regarding energy procurement requirements in the supply chain.
- Ongoing training for all employees, suppliers and other partners for raise energy awareness: importance of rational energy use, possible energy savings, energy efficiency, calculation of company (CCF) and product CO2 footprint (PCF), ...

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