

We, the management of Hit OOD, consider effective quality, environmental, health and safety policy as the basis for the successful implementation of our company's mission - building a honest and sustainable business and offering the products and services of highest quality, thus striving to raise the market to a higher level and inspire our customers, associates and partners to develop and be committed to our pursuit of excellence.

Hit OOD's policy is oriented towards achieving high results - both in terms of professionalism and quality, as well as sustainability. For us, maintaining and continuously improving the Integrated Management System is the key to the realization of this policy.

The principles we apply in the management of Hit OOD are:

- Orientation towards the client
- Leadership
- Involvement of employees
- Process approach
- Systematic management approach
- Continuous improvements
- Fact-based decision making
- Risk-based thinking
- Mutually beneficial relationships with suppliers
- Creating and guaranteeing healthy and safe working conditions
- Minimize the negative impact on the environment

In order to implement these principles, the management of Hit OOD undertakes the following commitments:

1. Continuous fulfilment of customers' and interested parties' requirements and the pursuit of sustainable development by managing the business processes in an environmentally sound way, as well as by introducing measures for environmental protection, continuous reduction and prevention of its pollution from the company's activities, and for the prevention of injury and illness.
2. Ensuring effective organization in all areas of our business, consistent with the planned performance in terms of quality, environment, health and safety at work.
3. Strictly following and proving compliance with all rules and regulations applicable to Hit OOD's activity, in terms of human rights, environmental protection, health and safety at work.
4. Complete, accurate and permanent definition and communication of the rights and obligations of employees, effective training and application of the principles, methods and regulations of the developed and implemented Integrated Management System.
5. Building a high responsibility and comprehension in our associates for the importance of quality, raising their interest in the problems of environmental protection, health and safety at work and motivating engaged behavior towards the environment and working conditions.
6. Constantly improving our performance, planning and implementing organizational improvements, optimizing the resources used, improving energy efficiency and minimizing waste.
7. Implementation of effective actions to manage risks and opportunities, adequate and timely investigation of accidents.
8. Permanent involvement of our suppliers in the process of improving and enhancing the quality requirements of the products and services they provide and setting environmental, health and safety requirements both for themselves and for customers and other interested parties.
9. Providing resources for the functioning, maintenance, review and continuous improvement of the efficiency of the introduced Integrated Management System and of the company's performance.

We hereby declare our personal involvement and responsibility for the implementation of the announced quality, environmental, health and safety policy.

Hit OOD Management:

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Parvomaytsi, 12/01/2017