POLICY

INTEGRATED MANAGEMENT SYSTEM POLICY

GPOL19

Revision: 02

Date: 24.08.2026.

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INTEGRATED MANAGEMENT SYSTEM POLICY

This Policy establishes the common direction and commitments of the integrated management system implemented at the manufacturing sites of the TT Kabeli Group (hereinafter: GTTK). It ensures a consistent, risk-based and process-oriented approach to design and development, production, inspection, testing and delivery of cable products in accordance with applicable customer, statutory, regulatory, certification and internal requirements. The Policy is appropriate to the purpose, context, scope and strategic direction of GTTK and provides a framework for establishing and reviewing measurable objectives at GTTK and individual site levels.

GROUP STRUCTURE, SCOPE AND CERTIFICATION

Legal entity	Role	Product scope	Certification status
TT Kabeli d.o.o., Bosnia and Herzegovina	Parent company; central GTTK management system function	Power cables up to 1 kV; PVC granulate	ISO 9001:2015, ISO 14001:2015, ISO/IEC 27001:2022, ISO 45001:2018, ISO 50001:2018; BASEC MARK (approved scope)
TT Kabeli d.o.o., Croatia	Manufacturing site; design and development of MV/HV cables	Power cables up to 36 kV and above	ISO 9001:2015 certification completed; extension to ISO 50001:2018 in progress
TT Kabeli d.o.o. Negotino, North Macedonia	Manufacturing site	Power cables up to 1 kV	ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018

Certification and approval claims shall be made only after formal award and only for the legal entity, site, activity and product scope to which they apply.

LEADERSHIP AND GOVERNANCE

Top management is accountable for the effectiveness of the integrated management system and for integrating its requirements into GTTK's business and operational processes. It promotes customer focus, risk-based thinking, evidence-based decision-making and continual improvement, and provides the human resources, infrastructure, information and financial resources needed to achieve planned results.

The Corporate Quality Assurance Lead, who also serves as Deputy Chief Executive Officer of the parent company, coordinates GTTK's quality management framework with local quality managers in Bosnia and Herzegovina, Croatia and North Macedonia. The role provides strategic oversight and escalates significant GTTK-wide matters to top management. Local management and quality managers remain responsible for statutory and regulatory compliance, operational implementation, customer communication, complaint handling and product conformity at their sites. Central coordination does not reduce local accountability; local procedures may supplement, but shall not weaken, mandatory GTTK requirements.

CUSTOMER AND MARKET FOCUS

Customer, contractual, statutory, regulatory and product standard requirements are identified, reviewed and confirmed before an order, quotation or contract is accepted, with particular attention to the intended use, voltage rating, applicable standards, certification conditions and traceability. Complaints are handled locally by the responsible site, while significant or recurring issues are escalated through corrective action and GTTK-level management review processes.

DESIGN, PRODUCTION AND SUPPLY CHAIN

Design and development, production, inspection, testing and product release are planned and carried out under controlled conditions and through defined stages, using competent personnel, suitable equipment and calibrated monitoring and measuring resources, with full traceability from incoming materials through delivery. Nonconforming outputs are segregated, and decisions regarding their disposition are made only by authorized personnel. Suppliers are qualified, audited and monitored using a common GTTK methodology, in proportion to material risk and the product scope of each site. Detailed controls for these processes are defined in group and local procedures.

RISKS, CHANGES AND DOCUMENTED INFORMATION

GTTK applies a common methodology for identifying, assessing and addressing risks and opportunities, including potential effects of climate change on energy, materials, logistics and regulatory obligations. These risks and opportunities are reviewed periodically as part of the analysis of the context of the organization. Changes to products, processes, equipment or documented information are reviewed and approved before implementation, and relevant interested parties are informed in a timely manner. Where applicable, customer or competent regulatory authority approval is obtained before implementation. Documented information is controlled and kept current at the point of use; local appendices may supplement, but shall not reduce, GTTK requirements.

INTEGRATED MANAGEMENT SYSTEM COMMITMENTS

GTTK is committed to:

- consistently fulfilling applicable customer, statutory, regulatory, contractual, certification and other requirements; enhancing customer satisfaction; and continually improving the quality management system, product conformity and process performance;
- protecting the environment, including the prevention of pollution, sustainable and efficient use of resources, responsible management of waste and emissions and, where relevant, climate change mitigation and adaptation; fulfilling applicable environmental compliance obligations; and continually improving the environmental management system and environmental performance;
- providing safe and healthy working conditions for the prevention of work-related injury and ill health; eliminating hazards and reducing occupational health and safety risks;

fulfilling applicable legal and other requirements; ensuring consultation and participation of workers and, where they exist, workers' representatives; and continually improving the occupational health and safety management system and its performance;

- protecting the confidentiality, integrity and availability of information; managing information security risks; fulfilling applicable statutory, regulatory, contractual and internal information security requirements; and continually improving the information security management system;
- continually improving energy performance and the energy management system; fulfilling applicable legal and other requirements relating to energy efficiency, energy use and energy consumption; ensuring the availability of information and resources necessary to achieve energy objectives and targets; and supporting the procurement and design of energy-efficient products, services, equipment and processes.

These commitments provide a framework for establishing and reviewing measurable objectives at GTTK and individual site levels in the areas of quality, environment, occupational health and safety, information security and energy, taking into account the context of each site, significant risks and opportunities, environmental aspects, occupational health and safety hazards, information security risks, significant energy uses and the certified scope.

PEOPLE, COMPETENCE AND OBJECTIVES

Employees shall be competent for the work they perform, and this Policy is communicated, understood and applied through induction, training and day-to-day management. This ensures that everyone understands how their work affects product conformity and the consequences of failing to fulfil requirements. Measurable objectives are established at GTTK and individual site levels, including areas such as customer satisfaction, product conformity, process performance and audit results, and are reviewed regularly to evaluate progress and effectiveness.

IMPROVEMENT AND REVIEW

Internal audits, corrective actions and management reviews are conducted using a common GTTK methodology to confirm the continuing suitability, adequacy and effectiveness of the integrated management system, and lessons learned are shared among sites. GTTK is committed to the continual improvement of its integrated management system, product quality and process performance.

This Policy is reviewed at least annually and whenever significant changes occur in the context of GTTK, the certification structure, product scope or organization. It is maintained as controlled documented information and made available to relevant interested parties, as appropriate.

FORMAL COMMITMENT

The management of GTTK manufacturing sites commits to fulfilling applicable customer, statutory, regulatory, certification and internal requirements; protecting the credibility of management system and product certification claims; establishing and reviewing measurable objectives; providing the resources necessary to achieve planned results; and continually improving the integrated management system.

Every employee and manager within the scope of this Policy is responsible for applying these commitments within their area of work.