



Društvo sa ograničenom odgovornošću
Umka Fabrika kartona - Umka

UP.PO.01(07)

The top management of UMKA D.O.O. UMKA cardboard mill establishes this Policy as a strategic document defining the company's mission, vision, and development directions, as well as the principles and objectives for their achievement.

POLICY OF QUALITY, SUSTAINABILITY, SAFETY AND HEALTH AT WORK AND FOOD SAFETY

UMKA D.O.O. UMKA cardboard mill is committed to the production of high-quality and safe coated recycled board, while responsibly managing environmental impacts, protecting the health and safety of employees, and fulfilling customer requirements, applicable legal regulations, and other relevant obligations.

The strategic commitment of UMKA D.O.O. UMKA is to be a reliable and recognized leader in the production of coated recycled board, as well as an example of socially responsible and sustainable business operations.

UMKA D.O.O. UMKA achieves its objectives through the implementation, maintenance, and continual improvement of an integrated management system aligned with the requirements of ISO 9001, ISO 14001, ISO 45001, and FSSC 22000 standards, through:

- Active leadership and full commitment of management
- Continuous modernization of equipment and technology, as well as the development of employees' competencies
- Consultation and active participation of employees and their representatives in the planning, implementation, and evaluation of all activities within the production process and the occupational health and safety management system
- Continuous improvement of cardboard quality, process efficiency, and the performance of the integrated management system
- Decision-making based on relevant data, analyses, and risk assessment
- Development of long-term partnership relationships with suppliers and other interested parties
- Continuous enhancement of customer satisfaction through reliable products and services
- Identification, management, and optimization of processes affecting quality, safety, and sustainability
- Commitment of employee representatives and management to the elimination of hazards and reduction of occupational health and safety risks
- Rational use of natural resources and continuous improvement of business sustainability
- Prevention of pollution and responsible management of environmental aspects
- Proper waste management in accordance with environmental protection and occupational safety principles
- Continuous improvement of food contact packaging safety through the development of systems, technologies, and employee awareness
- Prevention of food safety fraud through the implementation of controls, verifications, and integrated procedures
- Full compliance with applicable legal and other relevant requirements

UMKA D.O.O. UMKA continuously monitors the needs and expectations of all interested parties — customers, employees, suppliers, business partners, and the wider community — and undertakes activities aimed at responsible, transparent, and sustainable business operations.

All employees are familiar with this Policy and are responsible for its consistent implementation through active participation in the continual improvement of the integrated management system performance.

This Policy serves as the foundation for defining the company's strategic and operational objectives and confirms the enduring commitment of UMKA D.O.O. UMKA cardboard mill to quality, sustainability, safety, and customer satisfaction.

Umka, 08.05.2026.



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