

D-COMPANY establishes this Integrated Management System Policy with the aim of achieving a leading global position in the production of moulds for the rubber industry, as well as the servicing and overhaul of the same. In our operations, we rely on the motivation, energy, and teamwork of our employees, expertise, care for people, a long-term perspective, and long-term partnerships with stakeholders. We are committed to manufacturing products and providing services that meet our clients' expectations and to continuous improvement, while respecting legal regulations and international standards through the application of the following principles:

CUSTOMER FIRST

With complete dedication, we respond to all customer requirements, creating products and services of premium quality.

CONTINUOUS DEVELOPMENT

Improving and establishing an efficient and effective integrated management system obliges us to continuously enhance our processes and evaluate business risks, aspects, impacts, hazards, and harmful tracking. We comply with legal regulations, international standards, and the standards of our customers. We monitor and advance product manufacturing technologies, and invest in infrastructure, knowledge and resources.

HUMAN RIGHTS

We conduct our business in a manner that reflects respect for human rights. We strive to create a work environment that promotes equality and excludes discriminatory treatment based on gender, sexual orientation, skin color, religion, political beliefs, age, disability, nationality, or ethnic origin.

We are committed to the goal of having zero cases of human rights violations by the end of 2030.

SUSTAINABLE DEVELOPMENT

We are committed to sustainable development, meeting current needs without compromising the needs of future generations. We combine economic, environmental, and social factors and make decisions to increase the long-term value for stakeholders. We monitor and improve product manufacturing technologies, and invest in infrastructure, knowledge, and resources.

EMPLOYEES ARE OUR STRENGTH

Competence and commitment to innovation and business profitability are demonstrated through the expertise, motivation, and encouragement of employees, the development of the profession, and the acquisition of new knowledge.

RATIONAL CONSUMPTION

Our business processes are executed in a manner that ensures minimal utilization of natural resources and pollution prevention, with the ultimate goal of mitigating impacts on climate change.

PARTNERSHIPS

Establishing and nurturing long-term partnerships with customers, suppliers, and other stakeholders to mutual satisfaction is a fundamental segment of our business.

CORPORATE RESPONSIBILITY

We operate in accordance with clearly set business principles, relying on an ethical culture and strict compliance.

SAFETY FIRST

We are committed to creating safe working conditions and continuously improving our performance in managing technically sound facilities and equipment, competent employees, and an active culture of occupational health and safety. We provide all employees and stakeholders with a safe and secure environment where no one is exposed to unnecessary risks.

We are committed to the goal of having zero workplace injuries by the end of 2030.

The final product is safe for use, complying with the REACH regulation and bearing the CE mark.

ANTI-CORRUPTION AND ANTI-BRIBERY

Throughout the entire value chain, within our social patronage, humanitarian actions, and sponsorships, we are committed to zero tolerance regarding corruption and bribery. D-Company is dedicated to fighting fraud and does not tolerate such practices. We comply with all applicable anti-money laundering laws and regulations; we never engage in businesses aimed at financing or supporting criminal acts or terrorism.

DATA PROTECTION

We are committed to ensuring information security. All stakeholders are responsible for protecting confidential information, integrity, and data access within D-Company or through business relationships with the company.

Responsible Persons for monitoring the daily application of the integrated system policy requirements and providing support during implementation or determining training needs: Quality System Manager and Head of Safety, Security, and Environmental Protection Department.

Date: 20-08-2025

Approved by: General manager
Dragan Ćirić

