

Policy of quality, environment protection, energy, occupational health and safety management of HEP d.d. and HEP Upravljanje imovinom d.o.o.

HEP d.d. is the parent (umbrella) company of HEP Group performing the function of corporate management of HEP Group and guaranteeing the conditions for safe and reliable supply of electricity to customers. Corporate management includes the structure and control and management procedures of affiliated companies.

HEP Upravljanje imovinom d.o.o. (HEP Asset Management LLC) is the holder of business activities of managing and maintaining non-business assets, providing tourist services, preparing, organizing and financing activities connected to leisure facilities owned by HEP d.d. The aim of the Company is to optimize the management of non-business assets.

Integrated management system was established in line with the requirements of the following international norms: **ISO 9001:2015 Quality management system, ISO 14001:2015, Environmental management system, ISO 45001:2018 Occupational health and safety management system, ISO 50001:2018 Energy management system** (hereinafter: Integrated management system). Integrated management system was set up in all business segments of HEP d.d., and in HEP Upravljanje imovinom d.o.o. for activities performed in the name of and on behalf of HEP d.d., apart from Energy management system, which is introduced for all activities of the company (apart from leisure facilities).

Top management is committed to maintaining and permanently improving integrated management system, to the satisfaction of all interested parties: owners, employees, customers, subcontractors and the social community.

Top management ensures that this Policy is available to all interested parties, that it is presented, clear, applicable, and maintained as documented information.

The Policy contains elements of strategic objectives stated in the part of top management's commitments, which serve to establish and overview general and individual objectives of integrated management system.

Top management is committed to:

- Fulfilling applicable requirements in the field of quality management system;
- Ensuring availability of information and essential resources to achieve general and individual objectives of energy management system;
- Compliance with applicable legal requirements and other requirements referring to energy efficiency and energy consumption;
- Permanent improvement of energy performances and of energy management system;
- Support to procurement of energy efficient products and services affecting energy performances;
- Supporting planning activities considering the improvement of energy performances;
- Rational use of energy fuels;
- Permanent decrease of affecting climate change by developing projects which raise a share of renewable energy sources in the company's portfolio, by investing into modernization of facilities, by constructing and acquiring other renewable energy sources-fired power plants as well as highly efficient combined cogeneration heat and power plants, whereby paying attention to the protection of biodiversity;
- Effective waste management;



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- Taking overall responsibility for the prevention of injuries and illnesses connected to work as well as ensuring safe and healthy places of work;
- Fulfilling legal and other requirements and compatibility of the policy of occupational health and safety system with strategic guidelines of the company;
- Eliminating dangers and lowering the risk of managing occupational health and safety;
- Consulting and participation of employees and their representatives.

All the personnel working under the supervision of HEP d.d. and HEP Upravljanje imovinom d.o.o. have to be aware of this Policy and its commitments.

In Zagreb, 29 October 2019

Approved by the President of the Management Board

Frane Barbarić, LLB