

QUALITY, ENVIRONMENT, ENERGY EFFICIENCY, OCCUPATIONAL HEALTH AND SAFETY POLICY

I. Policy Objective

LINKIN Ltd. is committed to conducting its operations in a responsible and sustainable manner, striving to achieve high standards in quality, environment, energy efficiency, and occupational health and safety. The company's activities include the production and trade of PVC and aluminum profiles for architectural and industrial applications and accessories.

This policy provides a framework for setting and achieving our objectives, with our main priorities being:

- Industry Leadership through Quality and Innovation
- Minimizing Environmental Footprint
- Optimizing Energy Consumption
- Ensuring a Safe and Healthy Work Environment

II. Principles and Commitments

1. Quality Management

Objective: Achieve high quality standards and customer satisfaction.

- Continuous quality improvement through innovation and technological investments.
- Customer focus by building long-term partnerships and quickly responding to their needs.
- Developing a strong brand through reliability, professionalism, and quality.

2. Environmental Protection

Objective: Minimize environmental impact and ensure sustainable resource management..

- Emissions reduction through energy-efficient technologies and renewable energy sources.
- Waste management through segregation and recycling.
- Biodiversity conservation and sustainable management of natural resources.
- Compliance with environmental legislation and standards..

3. Energy Efficiency

Objective: Optimize energy consumption and reduce energy dependency.

- Modernizing equipment and implementing energy-saving technologies.
- Utilizing renewable energy sources.
- Developing an energy management system through continuous monitoring of energy consumption, data analysis, and corrective actions.

4. Occupational Health and Safety

Objective: Provide a safe and healthy working environment for all employees.

- Prevention of occupational accidents and diseases by identifying and assessing risks.
- Training and engagement of employees in safety measures.
- Promoting a safety culture through responsible behavior and awareness.

The commitment of LINKIN LTD Management is to comply with all regulatory and other requirements and to ensure continuous improvement and enhancement of the effectiveness of the IMS, which is established, documented, implemented, and maintained in all structural units of the company, in accordance with the standards BS EN ISO 9001:2015/A1:2024; BS EN ISO 14001:2015/A1:2024; BS EN ISO 50001:2018/A1:2024; BS EN ISO 45001:2023/A1:2024.

The policy is publicized and accessible within the company, to interested parties and the public. All requirements of the integrated management system are mandatory for all personnel.

*As **CEO** of LINKIN LTD, I declare my personal involvement and responsibility for the implementation of the declared policy, ensuring the prosperity of the company.*

24.01.2025 r.
Plovdiv

CEO:
Yordan Fidanov

