



POLITIKA PODJETJA COMPANY POLICY

PK-15, izdaja: 2
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Poslanstvo podjetja VAR d.o.o. je razvoj, proizvodnja in prodaja progresivnih orodij ter serijska proizvodnja štancanih delov in zvarjenih sklopov. V tem želimo postajati vedno bolj uspešno, prepoznavno, konkurenčno in partnersko podjetje, ki je usmerjeno kupcem v avtomobilski industriji.

The mission of VAR d.o.o. is the development, manufacture and sale of progressive dies, together with the series production of stamped parts and welded assemblies. In pursuing this mission, we aim to become an increasingly successful, recognised, competitive and collaborative company focused on customers in the automotive industry.

Naše poslanstvo in vizijo želimo dosegati preko:

- izpolnjevanja pričakovanj in zahtev ter zadovoljstva kupcev,
- nenehnega izboljševanja kakovosti izdelkov,
- pridobivanja novih kupcev v avtomobilski industriji,
- poslovne učinkovitosti z namenom doseganja zadanih ciljev,
- skladnosti z zakonodajo,
- vlaganja v razvojne, inovativne in tehnološke aktivnosti,
- fleksibilnosti procesov v podjetju,
- učinkovitega obvladovanja dobaviteljev,
- vpeljave izboljšav v proizvodnji in procesih,
- nenehnega vlaganja v vire,
- razmišljanja na podlagi tveganj,
- strokovnosti in kompetentnosti svojih zaposlenih,
- kreativnosti, inovativnosti in motiviranosti sodelavcev,
- zviševanja zadovoljstva zaposlenih,
- delovanja v skladu in nenehnega izboljševanja sistemov vodenja ter izboljševanja njihove učinkovitosti.

Poslanstvo gradimo preko sedmih principov kakovosti: osredotočenost na odjemalce, voditeljstvo, vključenost zaposlenih, procesni pristop, nenehno izboljševanje, odločanje na podlagi dejstev in vzajemno koristni odnosi z dobavitelji.

Vsi zaposleni smo zavezani k izpolnjevanju, izvajanju in izboljševanju sistema vodenja kakovosti, opredeljenega v poslovniku kakovosti. Namen poslovnika je zagotavljanje zadovoljstva kupcev in skladnosti z zahtevami standardov sistemov vodenja.

Človekove pravice in delovni pogoji so sestavni del našega odgovornega poslovanja. Spoštujemo dostojanstvo vsakega posameznika in ne dopuščamo otroškega ali prisilnega dela, trgovine z ljudmi, diskriminacije, nadlegovanja ali trpinčenja.

We pursue our mission and vision through:

- meeting customer expectations and requirements and enhancing customer satisfaction;
- continually improving product quality;
- acquiring new customers in the automotive industry;
- achieving business efficiency in order to meet defined objectives;
- compliance with applicable legislation;
- investment in development, innovation and technological activities;
- flexibility of company processes;
- effective supplier management;
- implementing improvements in production and other processes;
- continual investment in resources;
- risk-based thinking;
- the professionalism and competence of our employees;
- the creativity, innovation and motivation of our employees;
- increasing employee satisfaction;
- operating in accordance with, continually improving and enhancing the effectiveness of our management systems.

We build our mission on seven quality management principles: customer focus, leadership, engagement of people, the process approach, continual improvement, evidence-based decision-making and mutually beneficial supplier relationships.

All employees are committed to fulfilling, implementing and improving the quality management system defined in the Quality Manual. The purpose of the Manual is to ensure customer satisfaction and conformity with management system standard requirements.

Human rights and working conditions are an integral part of our responsible business conduct. We respect the dignity of every individual and do not tolerate child labour, forced labour, human trafficking, discrimination, harassment or abuse. We ensure



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Zagotavljamo enake možnosti, svobodo združevanja in kolektivnega dogovarjanja, zakonit delovni čas, pravično in pregledno plačilo ter poštene delovne pogoje. Spoštujemo pravice manjšin, staroselskih ljudstev in lokalnih skupnosti, njihove pravice do zemlje, gozdov in vode ter zavračamo nezakonite ali prisilne izselitve. Morebitne varnostne službe morajo delovati zakonito, sorazmerno in ob polnem spoštovanju človekovih pravic.

Poslovna etika in kodeks ravnanja: Poslujeemo zakonito, pošteno, pregledno in z ničelno toleranco do korupcije, podkupovanja, izsiljevanja, poneverb ter pranja denarja. Preprečujemo in razkrivamo nasprotja interesov, ne dovoljujemo neprimernih daril ali drugih koristi ter spoštujemo pravila poštene konkurence. Varujemo osebne in poslovne podatke, informacijsko varnost, poslovne skrivnosti in intelektualno lastnino; preprečujemo uporabo ponarejenih delov ter spoštujemo pravila izvozne kontrole, gospodarskih sankcij in veljavnih trgovinskih omejitev. Vsem zaposlenim in relevantnim zunanjim deležnikom zagotavljamo zaupen, po možnosti anonimen in dostopen kanal za prijavo kršitev brez povračilnih ukrepov.

Varnost in zdravje pri delu: Zavezuemo se k preprečevanju poškodb in okvar zdravja ter k stalnemu izboljševanju sistema VZD. Nevarnosti prepoznavamo in tveganja zmanjšujemo po hierarhiji ukrepov; zagotavljamo ustrezno osebno varovalno opremo, varnost strojev in delovne opreme, usposabljanje, zdravstveno varstvo ter varno delo zunanjih izvajalcev. Sistematično obvladujemo izredne dogodke, požarno varnost, incidente in skorajšnje nezgode, ergonomijo, psihosocialna tveganja ter izpostavljenost kemijskim in biološkim dejavnikom. Določamo merljive cilje in kazalnike, preiskujemo vzroke dogodkov, izvajamo korektivne ukrepe in zaposlene vključujemo v posvetovanje ter izboljšave.

Energetika in podnebje. Sistematično upravljamo porabo energije z energetske bilanco, določitvijo osnovnega leta, pomembnih rab energije, kazalnikov energetske učinkovitosti, ciljev in akcijskih načrtov. Spremljamo delež električne energije ter energije za ogrevanje in hlajenje iz obnovljivih virov. Vzpostavljamo inventar emisij toplogrednih plinov, se zavezuemo k zmanjševanju ter spodbujamo energetske učinkovite tehnologije, lastno proizvodnjo

equal opportunities, freedom of association and collective bargaining, lawful working hours, fair and transparent remuneration, and fair working conditions. We respect the rights of minorities, Indigenous Peoples and local communities, including their rights to land, forests and water, and reject unlawful or forced evictions. Any security services engaged must operate lawfully, proportionately and with full respect for human rights.

Business ethics and Code of Conduct: We conduct business lawfully, fairly and transparently, with zero tolerance for corruption, bribery, extortion, embezzlement and money laundering. We prevent and disclose conflicts of interest, prohibit inappropriate gifts or other benefits, and comply with fair-competition rules. We protect personal and business data, information security, trade secrets and intellectual property; prevent the use of counterfeit parts; and comply with export-control rules, economic sanctions and applicable trade restrictions. We provide all employees and relevant external stakeholders with a confidential, wherever possible anonymous and accessible reporting channel, with protection against retaliation.

Occupational health and safety: We are committed to preventing work-related injury and ill health and to continually improving the occupational health and safety management system. We identify hazards and reduce risks in accordance with the hierarchy of controls; provide appropriate personal protective equipment, machinery and work-equipment safety, training, occupational health protection and safe working arrangements for contractors. We systematically manage emergencies, fire safety, incidents and near misses, ergonomics, psychosocial risks, and exposure to chemical and biological agents. We establish measurable objectives and indicators, investigate root causes, implement corrective actions, and involve employees through consultation and participation in improvements.

Energy and climate. We systematically manage energy consumption by maintaining an energy balance, defining a baseline year, identifying significant energy uses, and establishing energy performance indicators, objectives and action plans. We monitor the share of electricity and heating and cooling energy sourced from renewables. We establish a greenhouse gas emissions inventory, commit to emissions reduction, and promote energy-efficient technologies, on-site generation or



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oziroma nabavo energije iz obnovljivih virov ter vključevanje dobaviteljev v razogljičenje.

procurement of renewable energy, and supplier engagement in decarbonisation.

Varstvo okolja. Pri vseh procesih varujemo okolje, preprečujemo onesnaževanje, izpolnujemo zakonske in druge zavezujoče zahteve, vrednotimo pomembne okoljske vidike ter merimo učinke in jih nenehno izboljšujemo. Okoljske cilje, kazalnike in programe redno pregledujemo v okviru sistema ravnanja z okoljem.

Environmental protection. Across all processes, we protect the environment, prevent pollution, fulfil legal and other compliance obligations, evaluate significant environmental aspects, measure environmental performance and continually improve it. We regularly review environmental objectives, indicators and programmes within the environmental management system.

Naše okoljske zaveze in okvirni cilji izrecno vključujejo:

Our environmental commitments and framework objectives expressly include:

- dvigovanje okoljske ozaveščenosti in redno usposabljanje zaposlenih glede pomembnih okoljskih vidikov,
- preprečevanje nastajanja odpadkov, njihovo ločevanje, ponovno uporabo, recikliranje in varno odstranjevanje,
- učinkovito in odgovorno rabo materialov, surovin, energije in drugih naravnih virov ter upoštevanje življenjskega cikla izdelkov in procesov,
- zmanjševanje emisij toplogrednih plinov in drugih emisij v zrak, spremljanje kakovosti zraka ter preprečevanje prašenja in neprijetnih vonjav,
- zmanjševanje porabe vode, spremljanje vodnih tveganj, preprečevanje onesnaženja voda in tal ter pripravljenost na razlitja in druge okoljske izredne dogodke,
- varno upravljanje kemikalij, nevarnih in omejenih snovi skozi njihov življenjski cikel, vključno z nabavo, odobritvijo, označevanjem, varnostnimi listi, skladiščenjem, uporabo, substitucijo in ukrepanjem ob izrednih dogodkih, ob upoštevanju zahtev REACH, RoHS in zahtev kupcev,
- varovanje biotske raznovrstnosti, ekosistemov in naravnih habitatov ter zmanjševanje vplivov rabe zemljišč, hrupa, vibracij, svetlobnega onesnaževanja in prometa na lokalno okolje,
- preprečevanje okoljskih incidentov, spremljanje emisij, porab in drugih kazalnikov, preverjanje učinkovitosti ukrepov ter pregledno poročanje o napredku.

- raising environmental awareness and regularly training employees on significant environmental aspects;
- preventing waste generation, segregating waste, and promoting reuse, recycling and safe disposal;
- the efficient and responsible use of materials, raw materials, energy and other natural resources, taking account of the life cycle of products and processes;
- reducing greenhouse gas and other air emissions, monitoring air quality, and preventing dust and odour nuisance;
- reducing water consumption, monitoring water-related risks, preventing water and soil contamination, and maintaining preparedness for spills and other environmental emergencies;
- safely managing chemicals and hazardous and restricted substances throughout their life cycle, including purchasing, approval, labelling, safety data sheets, storage, use, substitution and emergency response, in accordance with REACH, RoHS and customer-specific requirements;
- protecting biodiversity, ecosystems and natural habitats and reducing the impacts of land use, noise, vibration, light pollution and traffic on the local environment;
- preventing environmental incidents, monitoring emissions, consumption and other indicators, verifying the effectiveness of actions, and transparently reporting progress.

Odgovorna dobavna veriga in surovine. Od dobaviteljev zahtevamo spoštovanje primerljivih načel človekovih pravic, delovnih pogojev, VZD,

Responsible supply chain and raw materials. We require suppliers to comply with equivalent principles relating to human rights, working conditions,



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poslovne etike, varstva okolja in odgovornega pridobivanja surovin ter prenos teh zahtev na njihove poddobavitelje. Tveganja ocenjujemo ob vključitvi dobavitelja, dobavitelje ocenjujemo letno in ob pomembnih spremembah ali incidentih. Za relevantne materiale, zlasti aluminij, nikelj, jeklo oziroma železo in cink, izvajamo sledljivost in skrbni pregled na podlagi tveganj z uporabo priznanih smernic OECD ter ustreznih panožnih orodij.

Vodstvo zagotavlja odgovornosti, vire in redni pregled izvajanja te politike. Zaposlene in druge relevantne osebe se ob vključitvi ter periodično usposablja o kakovosti, človekovih pravicah, VZD, poslovni etiki, energiji in okolju; usposobljenost in razumevanje se dokumentirano preverjata. Za navedena področja določamo cilje in kazalnike, spremljamo skladnost, obravnavamo tveganja in priložnosti, izvajamo notranje presoje ter korektivne in preventivne ukrepe. Politiko redno pregledujemo, jo posodabljam ob pomembnih spremembah in jo na primeren način dajemo na voljo zaposlenim, dobaviteljem, kupcem ter drugim zainteresiranim deležnikom.

occupational health and safety, business ethics, environmental protection and responsible sourcing of raw materials, and to cascade these requirements to their sub-suppliers. We assess risks during supplier onboarding and evaluate suppliers annually and following significant changes or incidents. For relevant materials, particularly aluminium, nickel, steel or iron, and zinc, we conduct traceability and risk-based due diligence using recognised OECD guidance and appropriate industry tools.

Management assigns responsibilities, provides resources and regularly reviews implementation of this Policy. Employees and other relevant persons receive induction and periodic training on quality, human rights, occupational health and safety, business ethics, energy and the environment; competence and understanding are verified and documented. For these areas, we set objectives and indicators, monitor compliance, address risks and opportunities, conduct internal audits, and implement corrective and preventive actions. We regularly review the Policy, update it following significant changes, and make it appropriately available to employees, suppliers, customers and other interested parties.

Gornja Radgona, 23. 09. 2026

Gornja Radgona, 23 September 2026

Izvršni direktor
Srečko Frumen

Chief Executive Officer
Srečko Frumen