



- GRUPA PIVAC -

QUALITY, FOOD SAFETY AND ENVIRONMENT PROTECTION POLICY

Pivac Group is engaged in production and distribution of fresh meat and meat products.

The ability to improve quality and adapt to change are the key conditions that allow us to maintain and strengthen our leading role on the market. The policy of quality, food safety and environmental protection sets the guidelines for continuous improvement of product quality, health safety, strengthening customer satisfaction and sustainable operation and reducing a negative impact on the environment.

In order to achieve the highest standards in production, the members of the Pivac Group undertake to implement and enforce the following guidelines of the Policy in their own processes:

1. make decisions based on the assessments of risks and opportunities related to quality, food safety, environmental protection, legality of products and processes, i.e. the overall operation
2. apply and continuously improve the efficiency of the process and system of quality management, food safety and environmental protection based on the requirements of the applied international standards using a process approach, in accordance with the legal regulations
3. implement the Quality, Food Safety and Environmental Policy at the level of each member and on all the markets of the Group
4. set and achieve the short-term and long-term goals for improving the process and system of quality management, food safety and environmental protection
5. employ professional and capable personnel motivated for continuous development and improvement, and establish the responsibilities of each employee for the performance of the work tasks assigned to him, with regular education and training of the employees
6. produce a quality and safe product, safe for consumption and in accordance with all the applicable internal and external regulations on all markets that will fully meet the requirements and expectations of customers and encourage them to choose us as a supplier again
7. expand the production and sales program
8. maintain and develop partnerships with customers and suppliers
9. obtain and maintain the necessary resources for the efficient operation
10. achieve the necessary hygienic working conditions in all the production facilities
11. maintain the culture of food safety
12. take care of the environment by recognizing environmental aspects, manage waste and wastewater responsibly in accordance with the legal and local regulations on nature and environmental protection, and develop and maintain measures for environmental management and protection, with the application of all the preventive measures and the best available technologies
13. use rationally the best and most environmentally friendly sources of energy, raw materials and packaging materials, manage waste with constant prevention of a negative impact on the environment, both of the production and all the products and services

Quality, health and safety of products are the result of the work of all the employees, and individually, each employee is responsible for performing his work tasks and participating in the continuous achievement and improvement of the hygienic working conditions in all the premises.

All the employees must be acquainted with the PIVAC Group's Quality, Food Safety and Environmental Policy. The policy maintains the core values of the Group's operation, so it is important that all the employees accept it as a permanent principle in their actions, sharing a common vision of a professional, friendly and successful company that carries out its activity in accordance with all the legal and internal rules and ethical standards.

Karlovac, 12 January 2022



Igor Miljak DVM