

## VISION

ELIT INOX d.o.o. wants to belong to the group of leading manufacturers of stainless steel tubes, water heaters and heating elements with electronic thermostat, recognized by top quality and reliability, taking a significant place in the global market of the automotive industry, heat exchangers and heating technology industry in this decade.

## MISSION

With top quality products and highest business standards, we aim to meet the requirements of the global automotive industry, industry of electric heaters and heat exchangers and satisfy the interests of customers, employees and owners, ensuring stable growth and above-average return on invested capital.

## QUALITY AND ENVIRONMENTAL POLICY

### Customers

Satisfied customers and end users of our products justify the meaningful existence of the organization. We are continuously working to raise their satisfaction in the presence of awareness that this is a key, long-term factor in our growth and development. We strive to adapt our business to their needs and expectations through an active relationship with customers, so that they will recognize us as a reliable partner who provides them with high quality and safe products and services on competitive terms.

### Employees

In the hierarchy of resources that crucially affect the company's business, people come first. In accordance with the company's policy, we strive to create an environment in which all employees will act on principles and values that integrate professional standards and rules of the profession with moral and ethical norms. Through education and career management of employees, we nurture the practice of managers and leaders development within the house. Employee safety, responsible and dedicated attitude towards them, education and development, nurturing family values are the principles on which we build long-term and unbreakable relationships with people and develop a value system that crucially contributes to the success of the company.

### Suppliers

Suppliers are an important link in the supply chain of customers and end users. Through our own development and raising of standards in business, we strive to develop key suppliers taking into account their interests. By building long-term partner relationships with suppliers, we create a reliable support and standfast for the growth and development of the company.

### Regulatory Bodies

By strictly respecting the applicable legislation and acts prescribed by regulatory bodies, we keep our business firmly within the legal framework, and thus protect the interests of all stakeholders.

### Local Community

Recognition and prevention of possible negative impacts on the environment and the local community is provided by a system of measurement and monitoring as well as application of legal and other regulations. Engaging in the saving of natural resources and energy as well as minimizing the use of harmful substances and the generation of harmful waste is an ongoing process. Through responsible work in order to prevent environmental incidents and organized action in case of emergencies, we act preventively to protect the environment.

### Corporate Responsibility

We are determined to fully comply with the legislation related to harassment of employees. Also, the internal documents with which all employees are acquainted, clearly define the code of ethics of employees that excludes discrimination of any kind, as well as anti-corruption principles.