

## QUALITY AND ENVIRONMENTAL MANAGEMENT POLICY

The main purpose of HYB d.o.o. company is development, production and sales of thick-film hybrid circuits and sensors, as well as medical devices for monitoring of blood pressure.

With the quality management policy, which is part of the business policy, the company's management personnel is committed to follow the long term company vision and achieving of defined goals in accordance with strategic directions, protection of critical information and taking care for employees and environment.

Customers and other interested parties demands and expectations are realized with an established quality management system. We have implemented an integrated management system according to quality management systems ISO 9001:2015, quality management system for the production of medical devices ISO 13485:2016 and the environmental management system ISO 14001:2015.

In our operations, we take into account and respect national legislative requirements and requirements of EU legislation (e.g. RoHS and REACH directives in the environmental field, MDD\_93/42/EEC directive and the new MDR\_2017/745 regulation for production of medical devices).

The company management personnel is responsible for the quality management system. Every employee, within their job requirements, is responsible, that quality policy is carried out.

The company management policy is constantly monitored and evaluated by the management and updated based on the realized goals. With the quality policy realization, long-term trust in the company will be achieved. In the quality and environmental management policy of the HYB d.o.o. company, we emphasize all elements, that define holistic governance over the quality management system and sustainable care for environment.

### The main principles of the company management policy are:

- continuous improvements and updates of the integrated quality management system,
- assurance of the necessary resources (financial resources, personnel and equipment) for the processes execution,
- providing the competent, responsible and motivated employees,
- continuous and planned improvement of all our business processes, based on regular monitoring of defined goals,
- partnership with key suppliers and service providers,
- regular inspection of market needs and adaptation of our abilities,
- continuous improvements of efficiency and effectiveness of quality management system with the aim toward profitable business,
- care for prevention and reduction of negative influences on the environment, related to our activities,
- improving efficiency of used resources, reducing waste proportion and consequently creating a safe working environment,
- development and production of our products is compliant with legislation, medical regulations and environmental protection legislation.

Employees are aware of the company's policy and are obliged to respect and follow it's guidelines. It is available to the public on the company's website.

The company's environmental management system is assessed, reviewed and revised annually, taking into consideration possible changes in legislation and company requirements.

Dušan Plut  
CEO

Šentjernej, April 2023