

SAFETY AND QUALITY POLICY

Our motto »GORIČANE, your speciality paper partner of choice« encapsulates the direction of our company and is a reflection of our safety and quality policy.

- Our management constantly recognizes and considers the context of the organization and is committed to the continuous improvement of management systems;
- Managing the company is founded on the strategic direction of increasing the value and the competitiveness of the company.
- Ensuring the company's adaptability to market conditions leads the company to constantly develop new products and continuously improve product safety and quality.
- All activities of our company are aimed at meeting the requirements, needs and expectations of our customers.
- We establish strong bonds with the customers in terms of satisfying their demands and expectations.
- We conduct annual reviews of the strategic goals and set annual business goals.
- Business goals and business plan are the basis for managing the process management.
- We maintain certain processes along with their mutual impacts within the company when meeting the demands of customers and stakeholders.
- In the operation of process we clearly determine the demands and expected results and therefore lower the chances of incompatibility.
- We regularly monitor the operation of processes and oversee their fulfilment of the set goals and plans.
- Hygiene management is established in all processes to continuously ensure the safety of food contact products. Management is committed to ensuring that all food contact requirements are in compliance with laws and regulations and customer requirements.
- We educate and train our employees on responsible hygiene and safety behavior and knowledge tests are conducted.
- We have established a culture of food safety within the company, which we maintain accordingly.
- We carefully choose material resources for the successful process operation.
- We continuously invest in the development of infrastructure.
- We constantly develop financial resources.

GORIČANE

- We establish, implement and maintain effective external communications and internal information flow.
- We diligently check and strive to constantly improve the satisfaction level of our employees as their satisfaction is the bases of the successful operation of processes.
- The goal of every employee is to acquire new organizational skills and achieve suitable competences.
- In the company, we showcase our commitment to meeting social, health and safety requirements of employment:
 - we shall not prevent the employees from free association, choice of representatives and collective bargaining;
 - we do not employ forced labor; we ensure that all forms of forced and compulsory labor are eliminated;
 - we shall not employ persons, who are under the legally allowed age for work, i.e. younger than 15 or school-age children;
 - we shall not violate equal employment opportunities for workers and we shall provide them with equal treatment by the employer; this pertains both to employment and pursuit of their profession without discrimination;
 - We shall provide working conditions that do not endanger the safety and health of employees.
- The awareness that part of our mission is social responsibility, leads us to work with the wider and local community (donations, sponsorships, co-financing of projects...) all while maintaining the careful management of the environment.

Ladja, March 27, 2025

Andraž Stegu, B. Sc.
Managing director

