



MANAGEMENT SYSTEM POLICY

3.MAJ Rijeka 1905 d.o.o. za brodogradnju

At 3.MAJ Rijeka 1905 d.o.o., a company engaged in the construction of ships, floating structures, and other marine technology assets, and operating production and infrastructure capacities at the Kantrida – Rijeka shipyard location, we are fully committed to implementing and maintaining an Integrated Management System aligned with the principles and requirements of ISO 9001, ISO 14001, ISO 45001, and ISO/IEC 27001 standards.

Through this Policy, we demonstrate our strategic commitment to:

- Product and service quality – by understanding and meeting customer requirements, complying with legal and regulatory obligations, and continuously improving our processes and the effectiveness of the quality management system.**
- Environmental protection and sustainability – by preventing pollution, optimizing resource efficiency, and fulfilling all environmental obligations to preserve natural ecosystems and contribute to a sustainable future.**
- Occupational health and safety – by identifying hazards, assessing and reducing risks, preventing work-related injuries and illnesses, and ensuring a safe and healthy work environment for employees, contractors, visitors, and third parties.**
- Information security – by safeguarding the confidentiality, integrity, and availability of information, and protecting against unauthorized access, data loss, and all other security threats.**

Core Principles

- **Customer Orientation – We build trust-based, long-term partnerships focused on delivering value.**
- **Environmental Responsibility – All employees and partners act with accountability and in accordance with environmental principles.**
- **Health and Safety Commitment – A safe and supportive workplace is essential to productivity, motivation, and well-being.**
- **Information Security Governance – We apply best practices and legal requirements through robust technical and organizational measures.**
- **Leadership and Employee Engagement – We foster a culture of open communication, responsibility, ongoing education, and professional growth.**
- **Compliance and Integrity – We operate in strict accordance with all applicable laws, regulations, and standards relevant to our operations.**
- **Continuous Improvement – We systematically review and enhance all processes and systems based on performance metrics, objectives, and stakeholder feedback.**

Risk and Opportunity Management – We proactively identify and manage factors that could impact the achievement of strategic goals and intended results.

Rijeka, January 27, 2025.

**Chairwoman of the Board
Vjera Marić, B.Sc. Eng.**