

RUBIKON SHIPPING COMPANY d.o.o. from Belgrade, continuously improves and maintains the quality management system, the environmental management system and the health and safety management system in accordance with the following standards: ISO 9001:2015, SRPS ISO 14001:2015 and SRPS ISO 45001:2018, which stands as priority task in realization of long term company policy, following next steps:

- Enhancing and managing processes which will achieve customer satisfaction and lead to improvement of customer satisfaction;
- Improving the leadership role of the management;
- Active participation of employees in the planning, controlling and valorization of activities in service realization;
- Identifying, controlling and managing processes and resources necessary for realization, maintenance and improvement of quality management system;
- Commitment to constant harmonization of business activities with applicable legal and other requirements in all business segments;
- Commitment to constant improvement of quality services;
- Decision-making based on collected and analyzed data;
- Developing partnership with suppliers;
- Technology development and continuously improvement of technical equipment as well as educational level of employees.

RUBIKON SHIPPING COMPANY d.o.o. in the realization of its business activities, takes care of the impact on the environment by:

- Identifies all aspects of the environment that have or may have an impact on the environment;
- Manages waste through proper collection, storage and treatment of all types of waste;
- Saves energy and resources and reduces the use of harmful substances;
- Provides training and encourages employees to act preventively in order to prevent environmental pollution.

RUBIKON SHIPPING COMPANY d.o.o. provides safe jobs for its employees by:

- Creates healthy working conditions, without professional illness and injuries at work for its employees, contractors and visitors;
- Is committed to eliminating problems and reducing OHS risks;
- Actively involves and consults its employees and their representatives on the improvement of occupational safety and health management systems;
- Prevents injuries and health threats, as well as commitment to continuous improvement of OHS performance, compliance with applicable OHS regulations and other internal and external requirements;
- Educates employees to be aware of their individual responsibilities regarding safety and health at work;

All employees make a personal contribution to the implementation of this policy by striving to do every job best they can and on time in order to achieve continuous business improvement.

Belgrade 20.05.2020.