

IMS POLICY

Rubikon Shipping Company d.o.o. from Belgrade continuously improves and maintains the quality management system, environmental management system and health and safety management system in accordance with the following standards: ISO 9001:2015, SRPS ISO 14001:2015 and SRPS ISO 45001:2018. These systems represent a priority in achieving the long-term company strategy.

The policy is implemented through the following principles:

- Enhancing and managing processes in order to achieve customer satisfaction and continuous improvement
- Improving the leadership role of management
- Ensuring active participation of employees in planning, controlling and evaluation of activities in service realization
- Identifying, controlling and managing processes and resources necessary for operations, maintenance and continuous improvement of the management system
- Commitment to harmonization of business activities with applicable legal and other requirements
- Commitment to continuous improvement of quality of services
- Decision-making based on collected and analyzed data
- Developing partnership with suppliers and contractors
- Continuous development of technology and improvement of technical equipment and employees' competencies
- Applying a risk-based approach in all business processes, including identification, assessment and control of risks and opportunities
- Applying Management of Change (MoC) process for all significant operational and technical changes
- Applying SIMOPS (Simultaneous Operations) procedures for high-risk activities involving multiple parties
- Ensuring that all contractors and third parties comply with IMS and HSSE requirements

Rubikon Shipping Company d.o.o., in performing its business activities, takes care of environmental protection by:

- Identifying environmental aspects that have or may have an impact on the environment
- Managing waste through proper collection, storage and treatment
- Efficient use of energy and natural resources and reduction of harmful substances
- Raising awareness and encouraging employees to act preventively in order to prevent environmental pollution

Rubikon Shipping Company d.o.o. provides safe working conditions by:

- Creating safe and healthy working conditions without injuries or occupational diseases for employees, contractors and visitors
- Commitment to eliminating hazards and reducing OH&S risks
- Active involvement and consultation with employees and their representatives regarding occupational health and safety
- Prevention of injuries and health risks, with continuous improvement of OH&S performance and compliance with legal and other requirements
- Educating employees about their individual responsibilities regarding safety and health at work

All employees contribute to the implementation of this policy by performing their duties responsibly and contributing to continuous business improvement.

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