



## INTEGRATED MANAGEMENT SYSTEM POLICY

**FENIX METALS Sp. z o.o. is manufacturer and distributor of pure tin, tin alloys, tin lead and lead alloys as well as recycler of secondary materials containing tin and lead.**

**The Management of FENIX METALS Sp. z o.o. determine the strategic goals for quality, environmental protection, and health and safety systems:**

- being a reliable business partner and a socially responsible company, with particular view on needs of local societies
- continuous improvement of the production process and ensuring high quality products,
- development excellence in activities regarding the quality, health and safety, and environmental protection.

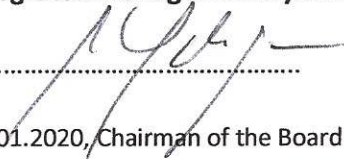
**Above are achieved through:**

- responsible and ethical attitude in mutual relations with customers contractors and public administration in order to learn their needs and expectations,
- consultations and cooperation of employees, their involvement and partner cooperation with suppliers of: materials, products and services,
- continuous improvement of staff qualifications, motivating them to dealing with their duties in order to obey the ethics rules, including environmental issues, safe and hygienic working conditions and public interest,
- improvement of the working environment and technical infrastructure in order to improve efficiency, safety and general working conditions, as well as to minimize environmental nuisance,
- preventing accidents, potentially accidental events, health ailments and occupational diseases by ensuring safe and hygienic working conditions as well as eliminating threats and limiting OHS risks,
- minimalizing the negative impact on the environment,
- providing the necessary information, resources and means to implement the Integrated Management System Policy, and to achieve the agreed goals and commitments, the same as continuous improvement,
- compliance with all applicable regulations, requirements and rules, including those on anti-corruption and principles of ethics.

The Management of FENIX METALS Sp. z o.o. ensures that the Policy is in compliance with the requirements of ISO 9001, ISO 14001, ISO 45001 and that it is communicated, understood and publicly available.

These commitments will be implemented based on the needs and requirements of our customers, as well as legal and other requirements, mainly in the field of environmental protection, occupational health and safety, focusing on the health and safety of workers, on the environment and in accordance with the principle of reduction or elimination of pollution at source.

**The personal commitment of the Management and all the employees to maintain and improve the Integrated Management System guarantees the implementation of this policy.**

  
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15.01.2020, Chairman of the Board