

## **INTEGRATED MANAGEMENT SYSTEM POLICY**

TIAC d.o.o. determines the IMS Policy based on the establishment, implementation, execution, management, supervision, reviewing, maintaining, updating and improving a market-oriented business system with security of information, in order to secure and protect information and assets from all threats, whether internal or external, accidental or intentional, with the aim of fully satisfying the demands and expectations of customers, users and other interested parties, and align everything with the organization's strategic goals:

- that TIAC d.o.o. becomes a market leader,
- that TIAC d.o.o. is recognized as a loyal partner and employer.

The company TIAC d.o.o. performs its activities according to the highest standards through:

- Consistent application and continuous improvement of the integrated management system, in accordance with accepted contractual obligations, legal regulations and requirements of the SRPS ISO standard 9001:2015, SRPS ISO 14001:2015, SRPS ISO 45001:2018, SRPS ISO/IEC 27001:2014, as well as other standards important for business;
- Constant monitoring and application of the latest technological achievements and experiences in order to ensure the quality of products/services that fully meet the requirements, needs and expectations of users;
- Building long-term relationships with users;
- Implementation of an integrated management system in all business functions and in cooperation with all interested parties;
- The responsibility of all employees for the application of the prescribed documentation and the functioning of the integrated management system in terms of achieving the required quality of products and services, as well as environment protection, safety and health at work and information security;
- Information security goals of TIAC d.o.o. are the preservation of confidentiality, security, integrity and the availability of information about the Company and related parties, as well as reducing risks related to information to an acceptable level;
- Regular training and education of employees to perform work activities through internal courses in programming tools and techniques, activities in the field of environmental protection, safety and health at work, as well as information security;
- Total commitment to the management of environmental protection and safety and health at work, as well as minimization of the generation of waste of any kind, in accordance with the applicable legislation in relation to environmental protection, safety and health at work, as well as information security;
- Optimal use of all available technical, technological, human and other resources, with constant review of performance indicators and goals;
- Commitment to maintaining the confidentiality, integrity and availability of all physical data files and electronic information as well as the satisfaction of requirements related to the security of

information, in order to preserve competitive advantages, cash flows, profitability, legal, regulatory and contractual compliance, as well as commercial image.

It is the responsibility of management and all employees to do everything in their power to properly implement all policies, procedures and respect all safety rules. All employees are responsible for policy implementation and have an obligation to provide support to the leadership that prescribes the policies and rules. In accordance with that, all employees, external service providers and affiliate members are obliged to accept the rights and obligations of these Policies, to fully implement them during the work process, to undertake all necessary measures, report on observed system weaknesses and environment-protection events, health and safety at work and information security events , with the aim of reducing the risk level.

The IMS policy, which includes QMS, EMS, OH&S and ISMS policies, is accepted by the management, communicated to all employees and is binding for all employees of the company. The Policy is always available to all interested parties. The director of the company is responsible for the implementation of the Policy. The management regularly reviews the Policy, as well as other documentation of the integrated management system, with the aim of constant promotion, and to the satisfaction of all employees and other interested parties.

The basic idea of the company is:

### **TIAC Amplifies Product Development and Accelerates Time to Market**

Novi Sad,

February 28<sup>th</sup> 2024

Director of Tiac d.o.o.

**Vladimir Mandić**