



Integrated Management System Policy

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The logo consists of the word 'Polarium' in a white, stylized, cursive font, set against a dark blue background.

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1. Overview

Polarium has established and implemented an Integrated Management System (IMS) Policy to ensure compliance with three ISO Management System Standards:

- ISO 9001:2015 Quality Management
- ISO 14001:2015 Environmental Management
- ISO 45001:2018 Occupational Health and Safety Management

2. Purpose

This Policy establishes Polarium’s commitment to comply with internal and external requirements and to promote the continuous improvement of the efficiency of the Integrated Management System. The Policy should support Polarium’s business and operations to be conducted with quality and in a safe, healthy and environmentally responsible manner.

3. Scope

This Policy applies to all employees and consultants working at Polarium. It is applicable to the IMS and all ISO Standards Polarium is certified by.

4. Roles and responsibilities

Role	Responsibility
ELT (Executive Leadership Team)	Enforcing this policy through its decisions and the company's strategy. Approving the policy.
Management System Specialist	Proactively ensuring the IMS is updated and structured according to defined requirements.
Employees and Consultants	Read, understand and support practices described in this policy

5. Policy Statement

Polarium provides energy storage solutions built on lithium-ion technology for the telecom, commercial, and industrial segments. The company’s activity inevitably affects natural and energy resources, creates waste and professional risks. Each individual working with Polarium is acquainted with and guided by this policy in their contribution to fulfilment of work.

5.1. Strategic Direction

Polarium is committed to high standards related to Quality, Health, Safety and Environment and has defined its IMS in line with the requirements of ISO 9001, 14001 and 45001 as well as with the company's strategic directions:

- To strive for outstanding quality of provided products and services
- Ensure needs and expectations from customers are met and frequently evaluated
- To be the leader in the market for energy storage solutions built on lithium-ion technology
- Continuously improve the Integrated Management System
- Promote a culture where each employee takes responsibility for their executed tasks, work environment and impact to the environment by encouraging personal and professional competence development and opportunities for improvement
- Improve the organization's processes by implementing technological innovations and advanced methods in safety, sustainability and quality
- Identify, evaluate, and take actions to eliminate or mitigate
 - occupational hazards and risks to prevent accidents and ill-health,
 - risks that could affect the quality of our products and services
- risks that could lead to negative environmental impact
 - Design the work environment to create job satisfaction and counteract ill-health due to organizational and social conditions by
 - promoting workplaces in which all employees are valued
 - establishing our commitment to prevent psychosocial risk factors and occupational violence
 - not tolerating any acts of violence as well as any incident that may contribute to psychosocial risk factors

5.2. Management Commitment

The ELT is dedicated in achieving these high standards by:

- Preparing and enabling the company's measurable goals
- Striving for reducing the company's impact to the environment and climate change by using natural and energy resources prudently and promoting recycling
- Ensuring compliance with legal and other requirements
- Ensuring suitable and secure workplaces by allocating sufficient resources to maintain the systematic work environment efforts and necessary protective measures
- Ensuring participation and consultation from employees and safety representatives
- Ensuring continuous improvement by planning and reserving resources to undertake improvement projects based on the organization's strategic goals
 - Reviewing this Integrated Management System Policy annually to ensure its appropriateness and relevancy to the organization

6. Compliance and monitoring

The Management System Specialist is responsible for ensuring that this Policy is updated, approved and communicated internally. The ELT is responsible for reviewing and approving the IMS Policy on an annual basis. The ELT and Polarium's People Leaders are responsible for providing sufficient resources to enable Polarium to implement and adhere to the IMS Policy in a risk-based and effective manner.

7. Definitions and terms

ELT = Executive Leadership Team

IMS = Integrated Management System

ISO = International Organization for Standardization

8. References and associated documents

IMP-00049 IMS Directive

IMP-00087 Sustainability Policy