

PIVARA SKOPJE AD
QUALITY, FOOD SAFETY, ENVIRONMENTAL, OCCUPATIONAL
HEALTH & SAFETY, WATER AND ENERGY
MANAGEMENT SYSTEM POLICY

Pivara Skopje AD is committed to drive the business forward by dealing responsibly with employees, consumers, customers, contractors, suppliers, community, and other interested parties, with respect and care for the environment, across all sites and functions.

For that purpose, Pivara Skopje AD creates effective Management System focused on the following key areas:

- Commitment to ensure provision of resources for maintenance, continuous improvement, meeting and exceeding applicable requirements: legal, International Standards as ISO 9001, ISO 14001, ISO 45001, ISO 22000/FSSC, ISO 50001, AWS, The Coca-Cola Company, Heineken NV and Coca-Cola HBC, as well as implementation of new applicable standards.
- Setting and achieving measurable objectives and goals, through identification of risks and evaluation of opportunities, enabling proactive approach and positive impact.
- Validating the performance and long-term objectives through internal and external audits, management reviews and industry benchmarking, including respective outcomes in the annual business planning process.
- Manufacturing and delivering products that meet the highest quality and food safety standards, *implementing non-negotiable Hygienic rules, as a core value, reflected in the awareness, mindset, attitude and actions at all levels of the organization.*
- Creating awareness for long-term prevention and minimization of food loss along the entire value chain, from purchasing of raw materials to distribution of final products.
- Creating awareness for sustainable growth and mitigating climate change impact, through continuous monitoring and proactiveness for reduction of carbon footprint (carbon emission), for supporting biodiversity and preserving ecosystems.
- Identifying and implementing opportunities for continuous energy performance improvement, supporting purchase of energy-efficient products, services, and designs, while using resources efficiently.
- Identifying and implementing opportunities for continuous water performance improvement, supporting conservation of watersheds and biodiversity, while using resources efficiently, treating wastewaters and ensuring sufficient quantities of quality and safe water for drinking and hygiene.
- Reducing waste generation under the World Without Waste framework, while promoting sustainable packaging, recycling and usage of recycled materials.
- Reducing environmental impact while promoting green fleet, safe & eco driving and eco-friendly cold drink equipment.
- Cooperating with external institutions and organizations for positive and effective contribution in development and improvement of the community.
- Ensuring suppliers and contractors embrace the same commitments, through supplier auditing and incoming inspection.
- Providing and maintain a healthy and safe working environment, through consultation and participation of employees in assessment and control of identified risks and opportunities, ensuring respect of Life Saving Rules and promoting Stop-Work-Authority when perceived an unsafe condition or behavior.
- Building employees' awareness, capabilities, and skills, through structured programs, for creating sustainability culture, managing risks, acting preventively, and ultimately driving excellence across the organization.
- Communicating of the aspects, strategy, and performance of the company for Quality, Food Safety, Environment, Health & Safety, Energy and Water Management, internally and externally.

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Dushan Mitrev
Country General Manager

