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Corporate Management Policy

International experience in planning and implementing projects in the fields of technological equipment, energy, environmental protection, logistics systems, and construction at Riko Ltd. is associated with the highest professional standards and careful, thoughtful consideration of the expectations of our clients. We are expanding our operations into new markets and areas where there is a demand for comprehensive solutions to introduce modern, more productive, and environmentally friendly technologies for product manufacturing or process industries.

We constantly monitor technological developments worldwide and continuously improve our expertise in all areas. When implementing projects, we pay special attention to environmental responsibility, ensuring safe and healthy working conditions, preventing work-related injuries and health issues, and implementing measures to ensure information security. We comply with rigorously respect legislation regarding the environment, health and safety at work, as well as other requirements specified in contracts.

The corporate management policy, whose suitability is continuously monitored by the management, is evaluated and changed based on achieved goals, considering the company's development vision and defining the principles on which we build and develop the quality management system, environmental management system, occupational health and safety system, and information security management system, including commitments for continuous improvement of all systems. We are aware that without the active involvement of all employees and those working on behalf of the company, the successful implementation of the policy is not possible.

Employees are informed of the company's policy via the intranet, and the interested public can access it on the company's website.

Main principles of the corporate management policy are:

- Continuously monitoring market needs and adapting our capabilities, ensuring proper communication and the availability of information for employees.
- Ensuring continuous professional training for company employees.
- Encouraging and motivating employees to independently and responsibly lead activities.
- Ensuring an economically justified level of quality at all business levels.
- Continuously aligning management systems with applicable legal and other requirements regarding quality, the environment, health and safety at work, information security, and good business practices.
- Partnering with key suppliers/service providers.
- Maintaining regular contact with key clients and monitoring their satisfaction.
- Continuously improving effectiveness and efficiency to ensure profitable operations.
- Continuously improving the environmental management system to enhance its impact and improve the occupational health and safety management system.
- Care for preventing and reducing the negative environmental impact of our activities.

- Ensuring hazard elimination and risk reduction concerning health and safety at work.
- Monitoring resource and energy consumption and implementing measures to reduce them.
- Constructing and installing environmentally safe technologies that reduce the consumption of raw materials, auxiliary materials, and energy.
- Monitoring potential non-conformities during project implementation to prevent environmental emergencies/environmental damage/injuries/accidents and health issues.
- In the design phase, environmental aspects are identified, and where possible, the best available techniques (BAT) are required, along with considering the product life cycle (LCA).
- Informing partners of Riko's management policy (signing a statement confirming they are aware of the company's requirements and will adhere to them).
- Ensuring continuous training and informing individuals working for Riko or on its behalf, with the aim of raising awareness of environmentally friendly practices and minimizing health and safety risks at work.
- Ensuring employee involvement in consulting and cooperating for improving the occupational health and safety management system.
- Defining and continuously updating key information security requirements, considering legislation and sub-legislation, contractual requirements, and the current state of ICT technologies globally, including cybersecurity threats.
- Continuously improving the information security management system, providing resources for its implementation, and integrating its requirements into company processes.
- Communicating the importance of effective information security management and meeting associated requirements, encouraging staff to contribute.
- Supporting top management and other individuals in leadership roles to demonstrate leadership in information security in line with their other leadership responsibilities.

Ljubljana, 6.8.2024

Janez Škrabec
CEO