



HED 9-001

POLITIKA RAVNANJA Z OKOLJEM, VARNOSTI IN ZDRAVJA PRI DELU TER UPRAVLJANJA Z ENERGIJO

ENVIRONMENTAL, HEALTH AND SAFETY AND ENERGY MANAGEMENT POLICY

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POVZETEK ZADNJIH SPREMEMB

SUMMARY OF RECENT CHANGES

Normativni dokumenti / Normative documents

Namenjeno uporabi samo znotraj skupine Hisense Europe / To be used only within Hisense Europe group

Novi dokument z novo oznako, ki nadomešča dokument: Politika ravnanja z okoljem, zdravja in varnosti pri delu ter upravljanja z energijo (z datumom izdaje 22.01.2024).

The new document with a new designation replaces the document: Policy on Environmental Management, Occupational Health and Safety, and Energy Management (dated January 22, 2024).

OBSEG UPORABE IN VELJAVNOSTI

Velja samo za delujoče družbe (družbe, ki niso v likvidaciji ali mirovanju)

SCOPE OF USE AND VALIDITY

It applies to operating companies (companies that are not in liquidation or dormancy)

Skupina Hisense Europe		Hisense Europe group	
Obseg / Scope: Izberite element.			
Holdingi		Holdings	
Obseg / Scope: Vse družbe / All companies			
☒	Hisense Europe Holding (Austria)	☒	Gorenje Nederland B.V. (The Netherlands)
Storitvene družbe		Service Companies	
Obseg / Scope: Določene družbe (označeno spodaj) / Specific companies (marked below)			
☒	Hisense Europe Customer Care Centar d.o.o. Beograd (Serbia)		
Proizvodne družbe		Production Companies	
Obseg / Scope: Izberite element.			
☒	Gorenje, d.o.o. (Slovenia)	☒	Mora Moravia s.r.o.(Czech Republic)
☒	Gorenje I.P.C., d.o.o. (Slovenia)	☒	*Hisense Europe Electronics, d.o.o. (Slovenia)
☒	Gorenje Aparati za domačinstvo Valjevo, d.o.o. (Serbia)	☒	Atag Nederland B.V. (The Netherlands)
Prodajne družbe		Sales Companies	
Obseg / Scope: Izberite element.			
☒	ASKO Appliances AB (Sweden)	☒	Gorenje Romania S.R.L. (Romania)
☒	ASKO Appliances Pty (Australia)	☒	Gorenje Slovakia s.r.o. (Slovakia)
☒	ASKO Asia Limited Company (China)	☒	Gorenje Spol s.r.o. (Czech Republic)
☒	Atag Belgie N.V. (Belgium)	☒	Gorenje TOV, Kijev (Ukraine)
☒	Gorenje Albania, SH.P.K. (Albania)	☒	Gorenje Zagreb, d.o.o. (Croatia)
☒	Hisense Gorenje Austria GmbH (Austria)	☒	Gorenje, d.o.o., Beograd (Serbia)
☒	Gorenje Bulgaria EOOD (Bulgaria)	☒	Hisense France SAS (France)
☒	Gorenje Commerce, d.o.o. (Bosnia & Herzegovina)	☒	Hisense Gorenje Germany GmbH (Germany)
☒	Gorenje Corporate GmbH (Austria)	☒	Hisense Iberia S.L. (Spain)
☒	Gorenje DOOEL Skopje, d.o.o. (North Macedonia)	☒	Hisense Italia S.r.l. (Italy)
☒	Gorenje Group Nordic A/S (Denmark)	☒	Hisense UK Ltd. (United Kingdom)
☒	Gorenje GSI, d.o.o. (Slovenia)	☒	OOO "Gorenje BT", Moskva (Russia)
☒	Gorenje Istanbul Ltd. (Turkey)	☒	OOO Asko Appliances (Russia)
☒	Gorenje Kazakhstan, TOO (Kazakhstan)	☒	OOO Hisense Rus Co. (Russia)
☒	Gorenje Magyarország Kft. (Hungary)	☒	*Qingdao Gorenje Electric Co., Ltd. (China)
☒	Gorenje Podgorica, d.o.o. (Montenegro)	☒	Atag Nederland B.V. (The Netherlands)
☒	Gorenje Polska Sp. Z.o.o. (Poland)	☒	HISENSE HELLAS SINGLE MEMBER PRIVATE
☒	Gorenje Real Spol s.r.o.(Czech Republic)		CAPITAL COMPANY (Greece)
Industrijska oprema in orodjarstvo		Industrial Equipment and Tooling	
Obseg / Scope: Izberite element.			
☒	Gorenje Orodjarna, d.o.o. (Slovenia)	☒	Indop, d.o.o. (Slovenia)
Družbe ne-temeljnih dejavnosti		Non-Core Companies	
Obseg / Scope: Izberite element.			
☒	ConnectLife, d.o.o. (Slovenia)	☒	Intell Properties B.V. (The Netherlands)
☒	*Ekon Elektron DOO, Skopje (Macedonia)	☒	Kemis, d.o.o., Vrhnika (Slovenia)
☒	Energygor, d.o.o. (Slovenia)	☒	Kemis-Termoclean d.o.o., Zagreb (Croatia)
☒	Gorenje Ekologija, d.o.o., Stara Pazova (Serbia)	☒	*ZEOS eko-sistem d.o.o. (Bosnia & Herzegovina)
☒	Gorenje Gostinstvo, d.o.o. (Slovenia)	☒	*Zeos, d.o.o. (Slovenia)
☒	Gorenje GTI d.o.o. Beograd (Serbia)		
☒	Gorenje GTI, d.o.o. (Slovenia)		

(*) Družba je pridružena in ni vključena v konsolidiranem računovodskem izkazu skupine.

(*) The company is associated and is not included in the consolidated financial statements of the Group.

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1 OPIS IN POVZETEK VSEBINE

Temeljni vrednoti, ki nas vodita pri vsakodnevnem delovanju, sta odgovornost in inovativnost. Odgovorno ravnamo do podjetja, sodelavcev, okolja in sebe. Delujemo v duhu nenehnega izboljševanja, podpiramo inovativno razmišljanje in spodbujamo sodelovanje. Posebno pozornost namenjamo okoljski odgovornosti, odgovornosti glede varnosti in zdravja ljudi, učinkoviti rabi energije, upoštevamo dobre prakse in dosledno spoštujemo zakonodajo na področju okolja, rabe energije in varnosti ter zdravja pri delu v državi v kateri delujemo.

Naša zavezanost odgovornemu ravnanju na področjih varstva okolja, varnosti in zdravja pri delu ter učinkovite rabe energije so temeljni del naše poslovne strategije in delovanja. Ta politika odraža našo predanost zmanjševanju negativnih vplivov na okolje, učinkoviti rabi energije, spodbujanju trajnostnega razvoja ter zagotavljanju odgovorne rabe naravnih virov na vseh področjih našega poslovanja. Zavedamo se, da je varovanje okolja ključno ne le za skladnost z zakonodajo, temveč tudi za dolgoročni poslovni uspeh in dobrobit prihodnjih generacij.

Področja varstva okolja, rabe energije ter varnosti in zdravja pri delu so sestavni del politike vodenja in organizacijske kulture. Odgovornost in inovativnost delovanja na področju varstva okolja, smotrne rabe energije ter varnosti in zdravja pri delu temeljita na vrednotah odprtosti razmišljanja, ekipnega duha, spoštovanja, učinkovitosti, usmerjenosti k ciljem ter zavzetosti. Zavedamo se, da brez aktivnega sodelovanja vseh zaposlenih v podjetju in tistih, ki delajo v imenu podjetja, ni uspešnega izvajanja politike.

Poseben pomen imajo naše proizvodne družbe katerih delovanje pomembno vpliva na okolje, rabo energije in varnost in zdravje pri delu. Zavezani smo k izvajanju učinkovitih praks okoljskega in energijskega upravljanja v teh podjetjih z namenom zmanjševanja emisij, minimiziranja odpadkov in izboljšanja energetske učinkovitosti. S stalnimi izboljšavami in inovacijami si prizadevamo biti zgled na področju okoljske trajnosti.

Ta politika velja za vse zaposlene, agencijske delavce, študente/pripravnike, zakonite zastopnike in druge deležnike in za vse družbe skupine Hisense Europe ter za vse vzpostavljene poslovne odnose (dalje: zaposleni).

2 NAMEN IN CILJI

1 DESCRIPTION AND SUMMARY OF CONTENTS

The fundamental values that guide us in our daily operations are responsibility and innovation. We act responsibly towards the company, colleagues, the environment, and ourselves. We operate in a spirit of continuous improvement, support innovative thinking, and encourage collaboration. We pay special attention to environmental responsibility, safety and health responsibility, and efficient energy use, adhering to best practices and consistently complying with environmental, energy use, and occupational safety and health legislation in the country where we operate.

Our commitment to responsible conduct in the areas of environmental protection, occupational safety and health, and efficient energy use is a fundamental part of our business strategy and operations. This policy reflects our dedication to reducing negative environmental impacts, efficient energy use, promoting sustainable development, and ensuring the responsible use of natural resources in all areas of our business. We recognize that environmental protection is crucial not only for legal compliance but also for long-term business success and the well-being of future generations.

The areas of environmental protection, energy use, and occupational safety and health are integral parts of our management policy and organizational culture. Responsibility and innovation in the areas of environmental protection, efficient energy use, and occupational safety and health are based on the values of open-mindedness, team spirit, respect, efficiency, goal orientation, and commitment. We recognize that without the active participation of all employees in the company and those working on behalf of the company, the successful implementation of the policy is not possible.

Our production companies, whose operations significantly impact the environment, energy use, and occupational safety and health, are of particular importance. We are committed to implementing effective environmental and energy management practices in these companies to reduce emissions, minimize waste, and improve energy efficiency. Through continuous improvements and innovations, we strive to be a model in the field of environmental sustainability.

This policy applies to all employees, agency workers, students/interns, legal representatives, and other stakeholders, and to all companies within the Hisense Europe group and all established business relationships (hereinafter: employees).

2 PURPOSE AND OBJECTIVES

Ta politika izraža našo odgovornost do okolja, smotrne rabe energije ter zagotavljanja varnosti in zdravja pri delu vključno s prizadevanji za spodbujanje trajnostnega razvoja skozi naše izdelke ter zmanjševanje negativnih vplivov v vseh naših poslovnih operacijah in dejavnostih. Sledimo pristopu, ki temelji na tveganjih, pri čemer se zavedamo, da največje tveganje za negativne vplive na okolje izhaja iz lastne proizvodnje in je povezano z našimi izdelki. Za namen upravljanja z okoljem in skrbnega pregleda je bil naš sistem vzpostavljen v skladu z zahtevami standarda ISO 14001, EMAS, ISO 45001 in ISO 50001, pri čemer imajo zahteve teh standardov prednost pred zahtevami te politike, kjer je to ustrezno.

3 KOMUNIKACIJA

Ta dokument je objavljen interno prek intraneta družbe, vidno nameščen na vseh delovnih mest v jezikih, ki jih zaposleni razumejo in je predstavljen novim zaposlenim med njihovim uvajanjem in usposabljanjem. Priporočljivo je, da vsi zaposleni vsako leto preberejo to politiko.

Ta Politika je na voljo tudi vsem zunanjim zainteresiranim deležnikom in je objavljena na spletni strani družbe.

4 PRISTOP K VARSTVU OKOLJA, VARNOSTI IN ZDRAVJU PRI DELU TER UČINKOVITI RABI ENERGIJE

Sodelujemo in se posvetujemo z zainteresiranimi notranjimi in zunanjimi javnostmi in s tem prispevamo k uspehu skupnih prizadevanj na področju varstva okolja, upravljanja z energijo varnosti in zdravja pri delu ter upravljanja trajnosti.

Notranje in zunanje javnosti obveščamo o naših dosežkih na področju varstva okolja, smotrne rabe energije na področju zagotavljanja varnosti in zdravja pri delu in na področju upravljanja trajnosti.

Zavezuje se k vključevanju varstva delovnega in širšega okolja ter učinkovite rabe energije v našo razvojno strategijo, v letne in operative načrte s predvidenimi ukrepi, sredstvi, nosilci, izvajalci in roki z namenom, da bi zaposlenim omogočili varno in zdravo izpolnjevanje delovnih nalog ob nenehnem zmanjševanju tveganj za nastanek poškodb ali zdravstvenih okvar ter nenehno zmanjševali negativne vplive na okolje.

Zavezuje se k načrtovanju in uvajanju novih tehnologij, energetskih procesov in proizvodov v skladu z načeli varstva okolja in smotrne rabe energije ter uvajanju ustrezne, brezhibne, energetske varčne in ergonomske delovne opreme ter k nenehnemu iskanju možnosti za izboljševanje

This policy expresses our responsibility towards the environment, efficient energy use, and ensuring occupational safety and health, including efforts to promote sustainable development through our products and reduce negative impacts in all our business operations and activities. We follow a risk-based approach, recognizing that the greatest risk of negative environmental impacts arises from our own production and is related to our products. For the purpose of environmental management and due diligence, our system has been established in accordance with the requirements of ISO 14001, EMAS, ISO 45001, and ISO 50001 standards, with the requirements of these standards taking precedence over the requirements of this policy where appropriate.

3 COMMUNICATION

This document is published internally via the company's intranet, visibly posted at all workplaces in languages understood by employees, and presented to new employees during their induction and training. It is recommended that all employees read this policy annually.

This policy is also available to all external stakeholders and is published on the company's website.

4 APPROACH TO ENVIRONMENTAL PROTECTION, OCCUPATIONAL SAFETY AND HEALTH, AND EFFICIENT ENERGY USE

We cooperate and consult with interested internal and external publics, contributing to the success of joint efforts in the areas of environmental protection, energy management, occupational safety and health, and sustainability governance.

We inform internal and external publics about our achievements in the areas of environmental protection, efficient energy use, occupational safety and health, and sustainability governance.

We are committed to integrating environmental protection, efficient energy use, and occupational safety and health into our development strategy, annual and operational plans with planned measures, resources, holders, implementers, and deadlines to enable employees to safely and healthily perform their tasks while continuously reducing the risks of injuries or health impairments and continuously reducing negative environmental impacts.

We are committed to planning and implementing new technologies, energy processes, and products in accordance with the principles of environmental protection and efficient energy use, introducing

stanja delovnega in širšega okolja v našem podjetju ob upoštevanju predpisov in zakonodaje.

4.1 UČINKOVITA IN TRAJNOSTNA RABA VIROV

Zavezani smo k izboljšanju operativne učinkovitosti in spodbujanju trajnostne rabe virov v vseh naših obratih. Ta zaveza vključuje odgovorno porabo električne energije, goriva, zemeljskega plina, daljinskega ogrevanja in vode. Za podporo tem prizadevanjem smo uvedli sistem upravljanja z energijo v skladu s standardom ISO 50001, ki zagotavlja sistematičen pristop k energetski učinkovitosti in stalnemu izboljševanju ter zmanjševanju porabe virov. Kjer je to izvedljivo, aktivno raziskujemo in vključujemo obnovljive vire energije za dodatno zmanjšanje našega vpliva na okolje.

Prav tako smo predani zmanjševanju porabe vode z uporabo inovativne opreme in tehnologij, uvajanjem notranjih ukrepov za recikliranje vode ter upravljanjem lastnih naprav za čiščenje odpadnih voda. Ta prizadevanja podpirajo naš cilj ohranjanja naravnih virov, zmanjšanje porabe vode, preprečevanje onesnaževanja in prispevajo k bolj trajnostni prihodnosti.

4.2 PODNEBNE SPREMEMBE

Podnebne spremembe so izziv, s katerim se sooča ves planet. V podjetju se zavedamo podnebnih sprememb, ki jih povzročajo vedno pogostejši ekstremni vremenski dogodki in ki lahko pomembno vplivajo na naše poslovanje. Zaradi tega sprejemamo primerne ukrepe za povečanje odpornosti na te spremembe.

Zavezani smo k zmanjševanju izpustov toplogrednih plinov (TGP) s poudarkom na kategorijah, kjer imamo največji vpliv. Pri izpustih iz obsega 1 in obsega 2 so naša ključna področja poraba električne energije, uporaba zemeljskega plina in daljinsko ogrevanje v vseh naših obratih. Za zmanjšanje teh izpustov nenehno izboljšujemo energetsko učinkovitost in vključujemo obnovljive vire energije.

Pri izpustih iz obsega 3 dajemo prednost zmanjševanju okoljskega vpliva uporabe prodanih izdelkov z vključevanjem energetsko učinkovitih in trajnostnih rešitev že v fazi razvoja izdelkov.

Tesno sodelujemo tudi z dobavitelji pri zmanjševanju izpustov, povezanih z nabavljenim blagom in storitvami, hkrati pa k zmanjšanju izpustov prispevamo tudi s trajnostno zasnovo naših izdelkov. S temi ciljno usmerjenimi prizadevanji si prizadevamo bistveno zmanjšati naš celoten ogljični odtis in prispevati k globalnim podnebnim ukrepom.

4.3 UPRAVLJANJE MATERIALOV, KEMIKAJIJ IN ODPADKOV

appropriate, flawless, energy-efficient, and ergonomic work equipment, and continuously seeking opportunities to improve the state of the working and wider environment in our company, taking into account regulations and legislation.

4.1 EFFICIENT AND SUSTAINABLE USE OF RESOURCES

We are committed to improving operational efficiency and promoting the sustainable use of resources in all our facilities. This commitment includes the responsible consumption of electricity, fuel, natural gas, district heating, and water. To support these efforts, we have implemented an energy management system in accordance with the ISO 50001 standard, which ensures a systematic approach to energy efficiency and continuous improvement and reduction of resource consumption. Where feasible, we actively explore and incorporate renewable energy sources to further reduce our environmental impact.

We are also committed to reducing water consumption by using innovative equipment and technologies, implementing internal water recycling measures, and managing our own wastewater treatment facilities. These efforts support our goal of conserving natural resources, reducing water consumption, preventing pollution, and contributing to a more sustainable future.

4.2 CLIMATE CHANGE

Climate change is a challenge facing the entire planet. We are aware of these changes, which are caused by increasingly frequent extreme weather events and can significantly impact our business. Therefore, we take appropriate measures to increase resilience to these changes.

We are committed to reducing greenhouse gas (GHG) emissions, focusing on categories where we have the greatest impact. For Scope 1 and Scope 2 emissions, our key areas are electricity consumption, natural gas use, and district heating in all our facilities. To reduce these emissions, we continuously improve energy efficiency and incorporate renewable energy sources.

For Scope 3 emissions, we prioritize reducing the environmental impact of the use of sold products by incorporating energy-efficient and sustainable solutions already in the product development phase.

We also work closely with suppliers to reduce emissions associated with purchased goods and services, while contributing to emission reductions through the sustainable design of our products. With these targeted efforts, we strive to significantly reduce our overall carbon footprint and contribute to global climate action.

Zavezani smo k odgovorni rabi in upravljanju materialov, komponent, kemikalij in odpadkov v vseh naših poslovnih procesih. Osnovne surovine, uporabljene pri proizvodnji gospodinjskih aparatov vključujejo pločevino, plastične granulate, električne komponente, kemikalije in embalažne materiale. Izhodni tok materialov iz naših procesov zajema končne izdelke, odpadke ter emisije v vodo in zrak. Uporabljamo takšne materiale in komponente, ki ustrezajo najzahtevnejšim domačim in tujim okoljskim standardom. Nove proizvode načrtujemo v skladu z zahtevami eko dizajna za trajnostne izdelke, ki obsega celotni življenjski cikel proizvoda: od razvoja, izdelave, uporabe in ravnanja po izteku življenjske dobe.

Skladno s pristopom, ki temelji na vplivih, dajemo najvišjo prednost našim proizvodnim podjetjem, saj imajo ta največji vpliv na okolje. Odpadke skrbno razvrščamo na sekundarne surovine, nevarne odpadke, odložene odpadke in druge nenevarne odpadke, da zagotovimo ustrezno ravnanje ter popolno skladnost z veljavno zakonodajo in okoljskimi dovoljenji v vseh naših obratih.

Vzpostavili smo tudi sistem odgovornega ravnanja s kemikalijami, ki zagotavlja varno uporabo, skladiščenje in odstranjevanje nevarnih snovi v skladu z zakonodajo in najboljšimi praksami.

Kot del naše zavezanosti trajnosti določene odpadke, kot so polimerni odpadki, interno recikliramo znotraj lastnih procesov. Prav tako si prizadevamo povečati uporabo recikliranih vhodnih materialov, pri čemer notranja testiranja potrjujejo, da zamenjava primarnih materialov z recikliranimi ne vpliva negativno na vzdržljivost izdelkov. S temi prizadevanji želimo dodatno zmanjšati nastajanje odpadkov in okoljski vpliv ter podpirati krožno gospodarstvo.

4.4 UPORABA IZDELKOV

Zavedamo se, da večina naših skupnih izpustov toplogrednih plinov (TGP) izhaja iz uporabe naših izdelkov skozi njihovo življenjsko dobo, zato smo zavezani razvoju in proizvodnji energetsko učinkovitih gospodinjskih aparatov, ki zmanjšujejo okoljske vplive. Naši izdelki so zasnovani v skladu s standardi energetskih nalepk, kar zagotavlja manjšo porabo energije in večjo trajnost skozi celotno obdobje uporabe.

Poleg inovacij pri izdelkih aktivno izvajamo ozaveševalne pobude z različnimi ukrepi, s katerimi izobražujemo in spodbujamo kupce k učinkovitejši in trajnostni uporabi naših izdelkov. S temi prizadevanji želimo bistveno zmanjšati skupni okoljski vpliv naših izdelkov in prispevati k globalnim prizadevanjem v boju proti podnebnim spremembam.

4.3 MATERIALS, CHEMICALS, AND WASTE MANAGEMENT

We are committed to the responsible use and management of materials, components, chemicals, and waste in all our business processes. The primary raw materials used in the production of household appliances include sheet metal, plastic granules, electrical components, chemicals, and packaging materials. The output material flow from our processes includes finished products, waste, and emissions to water and air. We use materials and components that meet the most stringent domestic and international environmental standards. We design new products in accordance with eco-design requirements for sustainable products, covering the entire product life cycle: from development, manufacturing, use, and end-of-life management.

In line with an impact-based approach, we prioritize our manufacturing companies, as they have the greatest environmental impact. We carefully classify waste into secondary raw materials, hazardous waste, disposed waste, and other non-hazardous waste to ensure proper handling and full compliance with applicable legislation and environmental permits in all our facilities.

We have also established a responsible chemical management system that ensures the safe use, storage, and disposal of hazardous substances in accordance with legislation and best practices.

As part of our commitment to sustainability, we internally recycle certain wastes, such as polymer waste, within our own processes. We also strive to increase the use of recycled input materials, with internal testing confirming that replacing primary materials with recycled ones does not negatively impact product durability. With these efforts, we aim to further reduce waste generation and environmental impact and support the circular economy.

4.4 PRODUCT USE

We recognize that the majority of our total greenhouse gas (GHG) emissions come from the use of our products throughout their lifecycle, so we are committed to developing and manufacturing energy-efficient household appliances that reduce environmental impacts. Our products are designed in accordance with energy label standards, ensuring lower energy consumption and greater sustainability throughout the entire period of use.

In addition to product innovations, we actively implement awareness initiatives with various measures to educate and encourage customers to use our products more efficiently and sustainably. With these efforts, we aim to significantly reduce the overall environmental impact of our products and

4.5 UPORABA IZDELKOV IN KROŽNO GOSPODARJENJE

Zavezani smo k zmanjševanju okoljskega vpliva naših izdelkov ob koncu njihove življenjske dobe z aktivnim upoštevanjem Direktive o odpadni električni in elektronski opremi. Upoštevamo smernice te direktive glede zbiranja, recikliranja in ciljev predelave za vse vrste električnih izdelkov ter zagotavljamo odgovorno ravnanje z odpadno električno in elektronsko opremo. Naši izdelki so zasnovani z mislijo na upoštevanje hierarhije ravnanja z odpadki, saj so izdelani iz materialov in komponent, ki jih je mogoče reciklirati v čim višjem deležu. Poleg tega so vsi plastični deli jasno označeni, kar omogoča enostavno ločevanje in recikliranje različnih vrst plastike.

Za zmanjšanje količine odpadkov in podaljšanje življenjske dobe izdelkov nenehno izboljšujemo popravljivost naših izdelkov, kar omogoča lažje vzdrževanje in popravila skozi celotno življenjsko dobo. Ta pristop ne prispeva le k zmanjšanju odpadkov, temveč tudi spodbuja bolj trajnostne potrošniške navade.

Za dodatno izboljšanje trajnosti izvajamo analize življenjskega cikla (LCA) za ključne izdelke, da bolje razumemo in zmanjšamo okoljske vplive skozi celoten življenjski cikel. Prav tako izvajamo programe vračila izdelkov, ki podpirajo pravilno recikliranje in predelavo virov. Poleg teh pobud aktivno raziskujemo krožne poslovne modele, ki dajejo prednost podaljšanju življenjske dobe izdelkov, ponovni uporabi, obnovi in recikliranju, s čimer želimo zapreti materialne tokove in prispevati k bolj trajnostnemu in krožnemu gospodarstvu.

4.6 ZDRAVJE IN VARSTVO ZAPOSLENIH

Zdravje in varnost zaposlenih ostajata glavni prioriteti Hisense Europe. Zavezani smo k zagotavljanju varnosti na delovnem mestu v vseh naših obratih z doslednim spoštovanjem ustreznih predpisov in kodeksov.

Zavezani smo k zagotavljanju varnih in pravičnih delovnih pogojev za vse zaposlene ne glede na vrsto in mesto zaposlitve. Skrbimo za preprečevanje diskriminacije, zagotavljanje zdravja in varnosti ter spodbujanje raznolikosti in vključevanja ter zagotavljanje enakih možnosti.

Ostajamo zavezani posvetovanju z delavci ter omogočamo sodelovanje delavcev in predstavnikov delavcev v procesu odločanja glede njihovih pravic in interesov.

Trudimo se zagotavljati poštene plače, dobro počutje in ravnovesje med poklicnim in zasebnim življenjem naših zaposlenih, hkrati pa jih varujemo pred

contribute to global efforts in combating climate change.

4.5 PRODUCT USE AND CIRCULAR ECONOMY

We are committed to reducing the environmental impact of our products at the end of their life cycle by actively adhering to the Waste Electrical and Electronic Equipment Directive. We follow the guidelines of this directive regarding the collection, recycling, and recovery targets for all types of electrical products and ensure the responsible handling of waste electrical and electronic equipment. Our products are designed with waste management hierarchy in mind, as they are made from materials and components that can be recycled to the highest possible extent. Additionally, all plastic parts are clearly labeled, allowing for easy separation and recycling of different types of plastic.

To reduce waste and extend product life, we continuously improve the reparability of our products, making maintenance and repairs easier throughout their lifecycle. This approach not only contributes to waste reduction but also promotes more sustainable consumer habits.

To further enhance sustainability, we conduct life cycle analyses (LCA) for key products to better understand and reduce environmental impacts throughout the entire life cycle. We also implement product return programs that support proper recycling and resource recovery. In addition to these initiatives, we actively explore circular business models that prioritize product life extension, reuse, refurbishment, and recycling, aiming to close material loops and contribute to a more sustainable and circular economy.

4.6 EMPLOYEE HEALTH AND SAFETY

Employee health and safety remain top priorities for Hisense Europe. We are committed to ensuring workplace safety in all our facilities by consistently adhering to relevant regulations and codes.

We are dedicated to providing safe and fair working conditions for all employees, regardless of the type and location of employment. We strive to prevent discrimination, ensure health and safety, promote diversity and inclusion, and provide equal opportunities.

We remain committed to consulting with workers and enabling the participation of employees and their representatives in the decision-making process regarding their rights and interests.

We strive to provide fair wages, well-being, and work-life balance for our employees while protecting

kakršnim koli nadlegovanjem, diskriminacijo ali nasiljem na delovnem mestu.

Zavezuje se k sprejemanju ukrepov za izboljšanje delovnih pogojev, ob upoštevanju veljavnih predpisov, vključno z vlaganjem v izobraževanje, usposabljanje, osveščanje in razvoj znanja in spretnosti zaposlenih o odgovornosti do delovnega in širšega okolja, učinkovite rabe energije, omogočanje varnega in zdravega dela pri izpolnjevanju delovnih nalog ob nenehnem izboljševanju delovnih pogojev in nenehnem zmanjševanju tveganj za nastanek poškodb ali zdravstvenih okvar.

Vsem zaposlenim zagotavljamo potrebne informacije, navodila in ustrezna usposabljanja, da lahko kompetentno in varno opravljajo svoje delo. Spodbujamo jih tudi k sodelovanju in posvetovanju o varnosti in zdravju pri delu. Zagotovljeni so ustrezni viri in osebna varovalna oprema v skladu z oceno tveganja varnosti in zdravja pri delu.

Naše zaveze vključujejo sprejemanje ukrepov za zmanjšanje nesreč na delovnem mestu, ki vključujejo spremljanje in merjenje kazalcev stanja delovnega okolja, okoljskih vidikov ter energetskega stanja in ustrezno ukrepanje v primeru odstopanj.

Zaradi podnebnih sprememb, ki se kažejo v poletnih mesecih v povišanih temperaturah na delovnih mestih, skrbimo za zagotavljanje ustreznega toplotnega udobja ter sprejemamo potrebne ukrepe.

4.7 ZDRAVJE IN VARSTVO KUPCEV

Zavezani smo zagotavljanju zdravja in varnosti naših kupcev skozi celoten življenjski cikel naših izdelkov. V skladu z Zakonom o varstvu potrošnikov in vsemi veljavnimi tehničnimi in varnostnimi predpisi dosledno upoštevamo vse predpisane varnostne zahteve. Kadar je to potrebno, dodatne varnostne ukrepe določimo z notranjimi akti, da zagotovimo, da naši izdelki izpolnjujejo najvišje varnostne standarde.

Za dodatno zaščito zdravja in varnosti kupcev zahtevamo, da vsi materiali, komponente in izdelki v celoti izpolnjujejo zahteve REACH (Registracija, evalvacija, avtorizacija in omejevanje kemikalij) uredbe in direktive RoHS (Omejevanje uporabe določenih nevarnih snovi v električni in elektronski opremi). Ti predpisi zagotavljajo, da naši izdelki ne vsebujejo nevarnih snovi, ki bi lahko predstavljale tveganje za zdravje ljudi in okolje. Tesno sodelujemo z dobavitelji pri preverjanju skladnosti in neprekinjeno nadzorujemo svojo dobavno verigo, da preprečimo uporabo prepovedanih ali škodljivih snovi.

Naša stalna zaveza je zmanjševanje tveganj za zdravje in varnost z oblikovanjem varnih in

them from any harassment, discrimination, or violence in the workplace.

We are committed to taking measures to improve working conditions, in compliance with applicable regulations, including investing in education, training, awareness, and the development of employees' knowledge and skills regarding responsibility towards the working and wider environment, efficient energy use, and enabling safe and healthy work while continuously improving working conditions and reducing the risks of injuries or health impairments.

We provide all employees with the necessary information, instructions, and appropriate training to competently and safely perform their work. We also encourage them to participate and consult on occupational safety and health. Adequate resources and personal protective equipment are provided in accordance with the occupational safety and health risk assessment.

Our commitments include taking measures to reduce workplace accidents, which involve monitoring and measuring indicators of the working environment, environmental aspects, and energy status, and taking appropriate action in case of deviations.

Due to climate change, which manifests in higher temperatures in the workplace during the summer months, we ensure adequate thermal comfort and take necessary measures.

4.7 CUSTOMER HEALTH AND SAFETY

We are committed to ensuring the health and safety of our customers throughout the entire life cycle of our products. In accordance with the Consumer Protection Act and all applicable technical and safety regulations, we consistently comply with all prescribed safety requirements. Where necessary, additional safety measures are determined by internal acts to ensure that our products meet the highest safety standards.

To further protect customer health and safety, we require that all materials, components, and products fully comply with the REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) regulation and the RoHS (Restriction of Hazardous Substances) directive. These regulations ensure that our products do not contain hazardous substances that could pose a risk to human health and the environment. We work closely with suppliers to verify compliance and continuously monitor our supply chain to prevent the use of prohibited or harmful substances.

kakovostnih izdelkov ter izvajanjem proaktivnih ukrepov za odpravo ali zmanjšanje morebitnih nevarnosti. Z neprestanim izboljševanjem in doslednim upoštevanjem predpisov postavljamo dobrobit in varnost naših kupcev na prvo mesto.

4.8 SKLADNOST Z ZAKONODAJO

Skladni smo z vso zakonodajo, ki se nanašajo na proizvodne procese in izdelke, tako v državah, kjer poteka proizvodnja, kot tudi na vseh trgih, kjer poslujemo. Prav tako spremljamo posebne okoljske in druge zahteve naših kupcev v skladu s [HED 1-021](#).

5 ODGOVORNOSTI IN POSTOPKI NOTRANJEGA NADZORA

Vodstvo je odgovorno za vključevanje politike v vse poslovne procese. Odgovorne osebe za varstvo okolja v vseh podjetjih so odgovorne za upravljanje sistema varstva okolja, odgovorne osebe za energetiko so odgovorne za upravljanje sistema ravnanja z energijo, odgovorne osebe za varnost in zdravje pri delu so odgovorne za upravljanje sistema varnosti in zdravja pri delu.

Notranji nadzor se izvaja z določanjem in merjenjem napredka v skladu s ključnimi kazalniki uspešnosti (KPI), ki so vzpostavljeni v okviru sistema ravnanja z okoljem v skladu s standardom ISO 14001 in uredbo EMAS, sistema upravljanja z energijo v skladu s standardom ISO 50001 in sistema varnosti in zdravja pri delu v skladu s standardom ISO 45001.

6 PRIJAVA NEPRAVILNOSTI

Vsaka oseba, ki želi izraziti skrb ali prijaviti morebitno ali dejansko kršitev te politike, lahko to stori v skladu z določili [HED 7-004](#) Pravilnika o prijavi nepravilnosti.

Our ongoing commitment is to reduce health and safety risks by designing safe and high-quality products and implementing proactive measures to eliminate or mitigate potential hazards. By continuously improving and consistently complying with regulations, we prioritize the well-being and safety of our customers.

4.8 LEGAL COMPLIANCE

We comply with all legislation related to manufacturing processes and products, both in the countries where production takes place and in all markets where we operate. We also monitor specific environmental and other requirements of our customers in accordance with [HED 1-021](#).

5 RESPONSIBILITIES AND INTERNAL CONTROL PROCEDURES

Management is responsible for integrating the policy into all business processes. Environmental protection officers in all companies are responsible for managing the environmental protection system. Energy officers are responsible for managing the energy management system, and occupational safety and health officers are responsible for managing the occupational safety and health system.

Internal control is carried out by determining and measuring progress in accordance with key performance indicators (KPIs) established within the environmental management system in accordance with the ISO 14001 standard and the EMAS regulation, the energy management system in accordance with the ISO 50001 standard, and the occupational safety and health management system in accordance with the ISO 45001 standard.

6 REPORTING IRREGULARITIES

Any person who wishes to express a concern or report a potential or actual violation of this policy can do so in accordance with the provisions of the [HED 7-004](#) Whistleblowing Policy.

POVEZANI DOKUMENTI

HED 19-001	Trajnostna politika Hisense Europe
HED 19-003	Politika ravnanja s človeškimi viri Hisense Europe
HED 19-005	Politika trajnostne nabave
HED 7-001	Politika korporativnega upravljanja skupine Hisense Europe
HED 7-004	Pravilnik o prijavah nepravilnosti
GPR-VAR-002	Krovna varnostna politika

REFERENCED DOCUMENTS

HED 19-001	Hisense Europe Sustainability Policy
HED 19-003	Hisense Europe Human Resources Policy
HED 19-005	Sustainable procurement policy
HED 7-001	Hisense Europe Group Corporate Governance Policy
HED 7-004	Rules on reporting irregularities
GPR-VAR-002	Overarching security policy