

Integrated Management System (IMS) Policy

PURPOSE

Nozama Tech LTD – Commercial Name: Plastiks

The purpose of this Integrated Management System (IMS) Policy is to establish a comprehensive framework for managing Quality, Environmental, Health & Safety, and Cybersecurity aspects within our organization. Our commitment to these areas is fundamental to sustainable business practices and continuous improvement.

Nozama Tech LTD, operating under the commercial name Plastiks, is committed to:

- **Delivering high-quality services** that meet customer expectations and ensure satisfaction.
- **Minimizing the environmental impact** of our operations, promoting sustainability, and complying with all applicable environmental regulations.
- **Safeguarding** the health, safety, and well-being of employees, contractors, and visitors.
- **Identifying, assessing, and controlling health, safety, and environmental risks** to prevent adverse impacts and ensure compliance.
- **Fostering a culture of continuous improvement** across all IMS dimensions through active employee and stakeholder engagement.
- **Ensuring compliance** with applicable legal, regulatory, and other relevant IMS-related requirements.
- **Establishing clear IMS objectives**, monitoring progress, and regularly reviewing performance.
- **Proactively** identifying, assessing, and mitigating risks affecting IMS components.
- **Continuously monitoring performance to identify opportunities for improvement** in all IMS areas.
- **Implementing preventive and corrective actions** to address issues and drive continual improvement.
- **Assigning directors and managers the responsibility** to ensure employees adhere to IMS procedures and participate in related initiatives.
- **Expecting all employees to follow defined procedures and guidelines** to uphold quality standards, protect the environment, ensure workplace safety, and maintain cybersecurity. Employees are encouraged to report risks, hazards, and improvement opportunities.
- **Providing regular training and awareness programs** to ensure all staff understand their IMS roles, responsibilities, and procedures.
- **Maintaining open communication channels** regarding quality, environmental, health & safety, and cybersecurity topics.
- **Consulting employees regularly** on IMS performance, challenges, and improvement measures through meetings, feedback sessions, and surveys.
- **Engaging stakeholders** to ensure IMS objectives align with customer needs and regulatory obligations.

- **Protecting the confidentiality**, integrity, and availability of information assets by embedding robust cybersecurity practices within the IMS.
- **Managing cybersecurity** risks, ensuring compliance, and utilizing blockchain technology to enhance transparency and security. This includes implementing strict access controls, data protection measures, continuous training, and a comprehensive incident response plan to safeguard digital assets and reinforce trust.

This IMS Policy will be reviewed annually to ensure its continued relevance and effectiveness. Necessary updates will be made to reflect regulatory changes, evolving business practices, or emerging risks, and will be communicated to all employees and stakeholders.

Dated: **May 28th, 2025**

Signed:



André Vanyi-Robin
Director, Nozama Tech LTD