

INTER SYSTEMS LTD.'S QUALITY, HEALTH&SAFETY AND ENVIRONMENT POLICY

Our company's main focus is geared towards researching and offering our clients high-tech and reliable solutions in the field of security systems and buildings management.

Our main objectives are to be the preferred partner in the security systems sector and a leader offering a complete set of services; providing experience, expertise and resources; creating innovative and high-tech solutions; reducing the turnaround time for design and implementation; giving our clients unparalleled advantages.

We strive to provide our clients with professional and high-quality services, tailored to their needs and requirements, as we guide them through every step of their project, offering full support, project management, our expertise and tips and thus ensuring their complete and constant satisfaction.

In pursuing our objectives, the management of INTER SYSTEMS LTD. undertakes to:

- continuously work to improve all aspects of the management system and ensure the health and safety at the workplace and environmental protection;
- take preventative measures to reduce the risk of accidents or emergency related diseases and injuries, and maintain a sustained trend of employee work capacity;
- continuously improve the workplace conditions by eliminating any hazards and minimizing the risks concerning the staff or other interested parties who may be exposed to health and safety hazards, relating to the company's workflow and services.
- create and maintain clear mechanisms and encourage the staff to give advice and participate at each level in order to continuously progress and improve the work health and safety management system.
- reduce and, if possible, prevent pollution and improve environmental performance through efficient management and reduction in the amount of generated waste, resource utilization and enhancing the personal responsibility of employees to protect the environment.
- define the organisation's context and all internal and external issues concerning the management of quality, occupational health and safety and the environment, as well as any changes relevant to them.
- define and review at intervals all requirements of the organisation, client expectations and those of other interested parties the management of quality, occupational health and safety and the environment.
- define the risks and opportunities for business processes and the processes relating to occupational health and safety and the environment, the owners of those risks and the opportunities, risk assessment and opportunity criteria, and the level of acceptable risk and to plan the necessary actions in respect of said risk assessment;
- set measurable objectives that are clearly defined and constantly monitored with regard to the clients and results reporting;
- adhere to all applicable legal regulations and other requirements, stay informed of any amendments made to them and assess their impact on the company's work;
- provide the resources necessary for the management system's functioning and continuous improvement;
- communicate this policy to the organisation's staff and ensure that they contribute to the policy's implementation.

The manager is responsible for the adoption of and compliance with the Quality, Health & Safety and Environment Policy and undertakes to constantly improve the management system's effectiveness, as well as to ensure that the company's employees comply with it. The policy shall be provided, if necessary, to third interested parties, relevant to the quality of our products and services or our impact on the environment. The quality, health & safety and environment policy is reviewed at least once a year upon inspection by the management.

I HEREBY DECLARE

that I personally participate in and I am responsible for continuously improving the management system's suitability, adequacy and efficacy as well as for the implementation of this policy of INTER SYSTEMS LTD.

24 April 2020

Manager
of INTER SYSTEMS LTD.
/signature illegible/
/Rumen Vatev/
*Round Seal: INTER SYSTEMS, SOFIA,
BULGARIA*

*I, the undersigned, Nikoleta Nikolaeva Georgieva, certify the correctness of the translation done by me from Bulgarian into English of the attached document: "INTER SYSTEMS LTD. 'S QUALITY, HEALTH, SAFETY AND ENVIRONMENT POLICY". The translation consists of 2 (two) pages. Date: 12/06/2020.
Translator: Nikoleta Nikolaeva Georgieva*