

## MANAGEMENT POLICY

We, Nick 2000 Ltd, design, develop, produce and deliver optical components and opto-mechanical systems. With this Management Policy we declare our main priorities.

- Organization of our activities in correspondence with our goals to keep our position of a well known and competitive producer;
- Increasing our market share in Bulgaria and abroad;
- Keeping a constant high level of our products and services;
- Efficient use of the available materials, human and financial resources;
- Automatization of the work processes and optimization of the resource utilization;
- Regular trainings for upgrading the qualification and motivation of the staff;
- Efficient waste management, strict control of the waste materials from the production to avoid contamination of the environment and decrease the use of water resources;
- Perform all our activities in compliance with the active Bulgarian and EU Laws and Regulations;
- Planning of measures and monitoring activities to guarantee the legal compliance of our production and commercial activity;
- Constant improvement of the implemented system for quality management and environment protection;
- Strictly following of ethical norms and avoiding discrimination. Measures for informing and clarifying to all levels in the company;
- Regular testing for compliance and regular updates;
- Strictly pursuing the targets for quality management and environmental protection;
- Following the measures regarding improvement of the System for Quality management and Environmental Protection.

We oblige ourselves to follow and further develop this policy by means of:

- Measures for informing and clarifying to all levels in the company;
- Regular testing for compliance and regular updates;
- Strictly pursuing the targets for quality management and environmental protection;
- Following the measures regarding improvement of the System for Quality management and Environmental Protection.

This Management Policy is the ground of our deep understanding and beliefs, which we follow in our daily work in order to attract new customers, achieve better results, sustainability and constant improvement.

We strictly follow the principles for quality of the products and environment protection during our activities – production of optics, design and development of opto-mechanical systems, delivery of optical components.

As a Manager of Nick 2000 Ltd I declare my personal participation and responsibility in the implementation of this Management Policy.

Sofia, 10.07.2018

Danail Dechev, CEO  
NICK 2000 LTD  
Sofia  
Fine Optics

