

SIKA D.O.O.**Politika sistemov vodenja / Integrated Management Systems Policy****Št. / No.: 23-2023-ISO, V5**

SLOVENSKI TEKST	ENGLISH TEXT
POLITIKA SISTEMOV VODENJA — Dvojezična različica / INTEGRATED MANAGEMENT SYSTEMS POLICY — Bilingual version	
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Pravna veljavnost: Dokument je pripravljen v slovenščini in angleščini. V primeru kakršnih koli neskladij med jezikovnimi različicami se kot veljavna in zavezujoča šteje slovenska različica.	Legal validity: This document is prepared in Slovenian and English. In the event of any inconsistency between the language versions, the Slovenian version shall prevail and be the official binding version.
Izjava politike / Policy statement	
Pri podjetju Sika d.o.o. si prizadevamo, da je kakovost naših izdelkov in storitev ena izmed temeljnih vrednot uspešnega poslovanja. Verjamemo, da je kakovost eden najpomembnejših kriterijev naših strank.	At Sika d.o.o., we strive to make the quality of our products and services one of the fundamental values of successful business. We believe that quality is one of the most important criteria for our customers.
Zadali smo si cilj, da dosegamo ustrezen donos na vseh področjih poslovanja ob hkratnem zagotavljanju varstva okolja, trajnostnega razvoja ter varnosti in zdravja pri delu, vključno s preprečevanjem poškodb pri delu in okvar zdravja.	We have set ourselves the goal of achieving an appropriate return in all areas of our business, while at the same time ensuring environmental protection, sustainable development, and occupational health and safety, including the prevention of work-related injuries and ill health.
Cilji našega poslovanja so / Our business objectives are	
- izpolnjevanje zahtev kupcev z upoštevanjem ekonomskih, okoljskih in družbenih vidikov - nenehno izboljševanje integriranega sistema vodenja, procesov, izdelkov in storitev - določanje ciljev za vsa organizacijska področja ter spremljanje in vrednotenje uspešnosti procesov z uporabo ključnih kazalnikov uspešnosti (KPI) - spodbujanje okolju prijaznih izdelkov in postopkov ter preprečevanje in zmanjševanje negativnih vplivov na okolje - upoštevanje vplivov podnebnih sprememb na poslovanje ter izvajanje ustreznih ukrepov za obvladovanje povezanih tveganj in priložnosti - zagotavljanje varnih in zdravih delovnih pogojev za preprečevanje poškodb in okvar zdravja, odpravljanje nevarnosti ter zmanjševanje tveganj za VZD, ob posvetovanju in sodelovanju zaposlenih in njihovih predstavnikov - zmanjševanje količin odpadkov in spodbujanje učinkovite rabe virov - učinkovita raba energije in zmanjševanje porabe energije - notranje in zunanje usposabljanje ter izobraževanje zaposlenih - ustvarjanje in ohranjanje dobrih odnosov z vsemi zainteresiranimi stranmi	- meeting customer requirements while taking economic, environmental and social aspects into account - continually improving the integrated management system, processes, products and services - setting objectives for all organisational areas, and monitoring and evaluating process performance using key performance indicators (KPIs) - promoting environmentally friendly products and processes, and preventing and reducing negative environmental impacts - taking into account the effects of climate change on operations and implementing appropriate measures to manage the related risks and opportunities - providing safe and healthy working conditions to prevent work-related injury and ill health, eliminating hazards and reducing OHS risks, in consultation and with the participation of employees and their representatives - reducing waste volumes and promoting the efficient use of resources - using energy efficiently and reducing energy consumption - providing internal and external training and education for employees - building and maintaining good relationships with all interested parties

- upoštevanje potreb in pričakovanj relevantnih zainteresiranih strani, vključno z zahtevami, povezanimi s podnebnimi spremembami, varstvom okolja ter VZD - izpolnjevanje veljavnih zakonskih in drugih zavezujočih zahtev - nenehno izboljševanje sistema vodenja varnosti in zdravja pri delu	- taking into account the needs and expectations of relevant interested parties, including requirements related to climate change, environmental protection and OHS - meeting applicable legal and other binding requirements - continually improving the occupational health and safety management system
Zaveze in odgovornosti / Commitments and responsibilities	
Izpolnjevanje zakonskih in drugih zavezujočih obveznosti je za nas samoumevno. Delujemo v skladu z zahtevami standardov ISO 9001, ISO 14001 in ISO 45001. Za izpolnjevanje teh obveznosti je odgovorno vodstvo, hkrati pa tudi vsak zaposleni.	Meeting legal and other binding obligations is self-evident to us. We operate in accordance with the requirements of the ISO 9001, ISO 14001 and ISO 45001 standards. Responsibility for meeting these obligations rests with management, as well as with every employee.
Vsak zaposleni ima pravico in dolžnost opozoriti na okoliščine, ki lahko vplivajo na kakovost, okolje, varnost in zdravje pri delu ali ovirajo izboljšave. Organizacija zagotavlja posvetovanje in sodelovanje zaposlenih ter njihovih predstavnikov pri zadevah, povezanih z varnostjo in zdravjem pri delu.	Every employee has the right and the duty to draw attention to circumstances that may affect quality, the environment, or occupational health and safety, or that hinder improvement. The organisation ensures the consultation and participation of employees and their representatives in matters related to occupational health and safety.
Prizadevamo si za pravočasno odpravljanje neskladnosti, preprečevanje njihovega ponavljanja ter nenehno izboljševanje učinkovitosti sistema vodenja. Vsak zaposleni ima možnost predlagati izboljšave in sodelovati pri njihovem izvajanju.	We strive to address nonconformities in a timely manner, prevent their recurrence, and continually improve the effectiveness of the management system. Every employee has the opportunity to propose improvements and to participate in their implementation.
Vsi vodje in lastniki procesov so dolžni spoštovati in izvajati zahteve sistema vodenja na svojih področjih odgovornosti ter nenehno spremljati učinkovitost procesov in jih prilagajati spremembam v poslovnem okolju.	All managers and process owners are required to respect and implement the requirements of the management system within their areas of responsibility, and to continually monitor process performance and adapt processes to changes in the business environment.
Ta politika je na voljo vsem zaposlenim, zunanjim izvajalcem in drugim zainteresiranim stranem ter je javno dostopna.	This policy is available to all employees, external contractors and other interested parties, and is publicly accessible.
Trzin, 04.06.2026 Jakub Čech, direktor	Trzin, 4 June 2026 Jakub Čech, Director

TABELA SPREMEMB / CHANGE LOG				
Št. / No.	Spremembe (SL)	Changes (EN)	Odg.	Datum
1	Sprememba glede novih odgovornosti	Update of responsibilities	SK	20.03.2024
2	Sprememba noge	Footer change	SK	20.03.2024
3	Dodano ISO 45001	ISO 45001 added	ME	12.01.2026
4	Menjava vodstva ter dodajanje klimatskih zadev	Change of management and addition of climate matters	ME	01.04.2026
5	Prenos v enotno ISO predlogo (po 32-2023-ISO); dodano sklicevanje na ISO t. 5.2	Migration to unified ISO template (per 32-2023-ISO); ISO cl. 5.2 reference added	ME	22.06.2026