



Certificate CH18/0162.00

The management system of

PHIACADEMY DOO

Bulevar oslobođenja 137, 11000 Beograd, Serbia



has been assessed and certified as meeting the requirements of

ISO 9001:2015

For the following activities

**Creating and holding training sessions within the beauty industry.
Manufacturing and selling cosmetics, instruments and tools,
including other related products. Sterilization of medical devices
and related products upon client request.**

This certificate is valid from 1 February 2021 until 31 January 2024
and remains valid subject to satisfactory surveillance audits
Recertification audit due before 19 January 2024
Issue 2. Certified since February 2018

This is a multi-site certification
Additional site details are listed on the subsequent page

Authorised by



SGS Société Générale de Surveillance SA
Technoparkstrasse 1 8005 Zurich Switzerland
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PHIACADEMY DOO

ISO 9001:2015



Issue 2

Additional facilities

PhiAcademy GmbH
Gartengasse 8/8, 1050 Vienna - Austria



The management system of

PHIACADEMY DOO

Bulevar oslobođenja 137, 11000 Beograd, Serbia



has been assessed and certified as meeting the requirements of

ISO 14001:2015

For the following activities

**Creating and holding training sessions within the beauty industry.
Manufacturing and selling cosmetics, instruments and tools,
including other related products. Sterilization of medical devices
and related products upon client request.**

This certificate is valid from 1 February 2021 until 31 January 2024
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Certificate CH18/0163.00, continued

PHIACADEMY DOO

ISO 14001:2015



Issue 2

Additional facilities

PhiAcademy GmbH
Gartengasse 8/8, 1050 Vienna - Austria



Certificate CH21/0133.00

The management system of

PHIACADEMY DOO

Bulevar oslobođenja 137, 11000 Beograd, Serbia

has been assessed and certified as meeting the requirements of

ISO 45001:2018

For the following activities

**Creating and holding training sessions within the beauty industry.
Manufacturing and selling cosmetics, instruments and tools,
including other related products. Sterilization of medical devices
and related products upon client request.**

This certificate is valid from 1 February 2021 until 31 January 2024
and remains valid subject to satisfactory surveillance audits
Recertification audit due before 19 January 2024
Issue 1. Certified since February 2021

This organisation was previously certified for OHSAS 18001:2007 since February 2018

This is a multi-site certification
Additional site details are listed on the subsequent page

Authorised by

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Certificate CH21/0133.00, continued

The logo for SGS, consisting of the letters 'SGS' in a bold, sans-serif font, with a vertical line to the right of the letters.

PHIACADEMY DOO

ISO 45001:2018



Issue 1

Additional facilities

PhiAcademy GmbH
Gartengasse 8/8, 1050 Vienna - Austria



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PHIACADEMY

Top Management at **PHIACADEMY d.o.o.** adopted the following Integrated Management System Policy as a document which sets forth the mission, vision and strategy for its implementation:

INTEGRATED MANAGEMENT SYSTEM POLICY

(Quality, Good Manufacturing Practices, Environmental Protection and Occupational Health and Safety)

PHIACADEMY d.o.o. has established this Integrated Management System Policy to ensure that the company's products and services meet the specified and realistic requirements of users and other stakeholders, as well as the requirements envisaged by applicable laws and regulations. Also, this Policy aims to ensure that business operations are in compliance with Good Manufacturing Practice Guidelines and do not have a negative impact on the environment and do not endanger health and safety in the workplace.

PHIACADEMY d.o.o. aims to become and remain a leading company in the market in the area of **creating and holding training sessions within the beauty industry; manufacturing and selling cosmetics, instruments and tools, including other related products; sterilization of medical devices and related products upon client request.**

PHIACADEMY d.o.o. achieves said goal through:

The implementation and continual improvement of its **QUALITY MANAGEMENT SYSTEM (QMS)** which is aligned with the requirements of the following Standard:

ISO 9001:2015

which includes:

- ✓ implementation of measures to increase user satisfaction,
- ✓ Ongoing modernization of internal resources,
- ✓ Realization of leadership role and the commitment of management,
- ✓ Active participation of company employees in planning, implementation and valuation of all activities carried out during manufacturing and service provision processes
- ✓ Establishing and managing processes which contribute to user satisfaction,
- ✓ Continual improvement of the quality of production and service provision,
- ✓ Decision-making process based on collected and analyzed data related to products and production and service provision processes,
- ✓ Developing partner relations with suppliers,

implementation and continual improvement of the **GOOD MANUFACTURING PRACTICE (GMP) SYSTEM**, aligned with the requirements of the following Standard

ISO 22716:2007

to ensure that users exclusively receive products of the highest quality which are safe to use. This includes the following:

- ✓ Clearly defined system of accountability,
- ✓ Continual improvement of employees' competences,
- ✓ Realization of leadership role and management commitment,
- ✓ Continuous improvement of hygienic conditions of staff and infrastructure,
- ✓ Continual modernization of equipment and the entire infrastructure,

- ✓ Care for the quality of raw materials, materials and packaging for finished products,
- ✓ Strict quality standards which apply to the receipt, storage, production / service provision, control, packaging and delivery of products, including transport of products,
- ✓ Proactive approach to the elimination of noncompliant products,
- ✓ Loss elimination,
- ✓ Precautionary measures undertaken in subcontracting,
- ✓ Measures to increase user satisfaction.

implementation and continual improvement of the **ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)** aligned with the requirements of the following Standard:

ISO 14001:2015

whereby all employees are committed and contribute to the prevention and elimination of environmental pollution. With this aim, all employees:

- ✓ Identify all environmental aspects which have or may have a negative impact on the environment, to prevent environmental pollution
- ✓ Perform their business activities in line with applicable laws, regulations and other requirements pertaining to environmental protection
- ✓ Define and implement organizational rules otherwise not envisioned under legal requirements, to improve the Environmental Management System
- ✓ Undergo training which enables them to act preventively in preventing environmental pollution, saving resources and continually improve the EMS
- ✓ Save resources and energy, reduce or eliminate usage of harmful substances and handle waste in a controlled manner
- ✓ Take into consideration opinions and suggestions put forward by all stakeholders and implement adequate measures to improve company performance in the area of environmental protection
- ✓ Inform their business partners and other stakeholders of their personal commitment to environmental protection.

implementation and continual improvement of the **OCCUPATIONAL HEALTH AND SAFETY (OHS) MANAGEMENT SYSTEM** aligned with the requirements of the following Standard:

ISO 45001:2018

which is applicable to all employees and external associates engaged in PHIACADEMY d.o.o. business activities and working in company premises where the main focus is on the following:

- ✓ Provision of safe and healthy working conditions to prevent work-related injuries and detriment to health,
- ✓ Setting OHS goals,
- ✓ Compliance with legal and other requirements,
- ✓ Elimination of danger and mitigation of health and occupational safety risks,
- ✓ Constant improvement of the OHS Management System,
- ✓ Consultations and participation of employees and their representatives in the implementation of OHS measures,
- ✓ Achieving continual OSH performance "with no injuries at work"

The Integrated Management System Policy sets the foundation for defining goals and guides **PHIACADEMY d.o.o.** in its effort to continually improve. The Integrated Management System Policy is communicated to all employees and their understanding of said Policy is ensured. The Integrated Management System Policy is also available to other relevant stakeholders.

Director

Branko Babić

Belgrade, May 2021.
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