

## Policy of the Integrated Quality, Environment and Health and Safety Management System

The purpose of our quality policy is to provide the highest quality of services to our clients and contractors. As a unit of measurement for this objectives is customers and users satisfaction. The maintenance of an adequate quality of our services and implementation of Integrated Management Systems in accordance with the requirements of PN-EN ISO 9001, PN-EN ISO 14001, PN-ISO 45001 will allow our managers to ensure a modern management in our company. It will enable our company to compete with other companies operating in the European Union and to let our other goals can be met.

The company's board and its owners see Ekoenergetyka-Polska S.A. in the future as a company expanding at an rate which allow to keep a stable position on the market. It is important for us to be resistant to the impact of any negative conditions and that they constitute only value added to our contractors.

The fundamental principles we follow in our work are:

- to meet expectations and needs of our contractors, with simultaneous assurance of quality, environmental, health and safety and legal requirements
- timely completion of project, without defects and at the highest quality standards,
- maintaining the opinion of a reliable and trustworthy partner,
- continuous improvement of qualifications of our employees,
- ensuring appropriate work conditions for our employees,
- expansion of technical facilities by equipping our company with modern equipment and devices,
- increasing work efficiency through an appropriate organization system
- continuous improvement of our services and of Integrated Quality, Environment and Health and Safety Management Systems, in particular with regard to its efficiency and effectiveness,
- improvement of processes related to regular monitoring and taking measurement as well as activities that have a significant impact on the environment, for example waste segregation, reduction of municipal waste and prevention of emissions and pollution,
- improving activities in the field of occupational health and safety by identifying and eliminating potential accident sites, preventing accidents at work and occupational diseases,
- striving to constantly improve the health and safety at work and the state of environmental protection, while improving the qualifications of employees and engaging them in activities for health and safety at work and environmental protection,
- improvement of activities related to the work environment in the field of: reduction of machine and equipment failures, readiness and response to failures and natural hazards, protection of the health of the crew against harmful and nuisance factors, through effective monitoring of the existing threats and informing the staff about it,
- compliance with applicable standards and legal regulations in the field of production quality, health and safety and environmental protection,

Striving for continuous improvement of the quality of services provided by conscientious compliance with the above-mentioned provisions is the responsibility of each company employee.

The Chairman of the Board actively participates in achieving the set goals, with a fully conscious commitment to provide adequate resources, within the limits of the available means.

Our Quality Policy is a declaration of the Management Board to increase efforts, in all areas of activity, aimed at improving the organizational system and the quality of services offered.

Each employee of Ekoenergetyka - Polska S.A. is responsible for the development of the Integrated Management System and knows and respects the assumptions of this policy.

Management Board of Ekoenergetyka - Polska S.A.

Zielona Góra, 15-12-2020 v.3