

Integrated Management System Policy of HOCHTIEF Polska S.A.

The Management Board of HOCHTIEF Polska S.A. has defined the Integrated Management System (IMS) Policy. This Policy supports the strategy of HOCHTIEF Polska S.A. and forms the basis for continuous improvement, meeting clients' requirements, legal regulations and other obligations.

The purpose of this Integrated Management System (IMS) Policy is to ensure a consistent approach to quality, environmental and occupational health and safety management in accordance with the requirements of the following standards:

- Quality Management System according to ISO 9001:2015
- Environmental Management System according to ISO 14001:2015
- Occupational Health and Safety Management System according to ISO 45001:2018

Quality, experience, innovation, sustainable development and efficiency are the foundations on which we base our future. These foundations reflect both market requirements and our internal needs.

In our activities, we are committed to:

- striving to understand and meet our clients' requirements to ensure their satisfaction
- promoting awareness and understanding of the IMS among employees
- developing employee competencies and providing regular training in quality, environment, health and safety at work
- minimizing negative impact on the environment - consciously considering the impact of our activities on the natural environment (soil, water, air, climate and biodiversity) by minimizing dust and gas emissions, waste production, increasing energy efficiency and promoting renewable energy sources
- managing environmental aspects - identifying and monitoring environmental aspects related to the organization's activities
- monitoring and reporting environmental indicators
- ensuring safe and healthy working conditions for all employees
- identifying and eliminating threats and minimizing risks
- promoting a culture of safety through communication and employee engagement

The IMS Policy is known and followed by all employees in the organization and is available and communicated to interested parties.

The IMS Policy is regularly reviewed and updated to ensure its relevance to changing conditions, requirements and expectations.



Tadeusz Blecha
President of the Board



Mariusz Żarek
Member of the Board (CFO)