

The Policy of Mostostal Warszawa Group

We commit to continuously improve the implemented production and service processes in the field of road infrastructure, general construction, industrial, energy, and ecological investments with the aim of best satisfying customer needs, while also remembering to reduce environmental risks and prevent workplace accidents.

We commit to continuous improvement in the field of occupational health and safety (OHS) to ensure a safe work organization, consistent with the idea of sustainable development, for all our employees, employees of cooperating companies and other third parties present on the company premises, including those at facilities carried out by the Company.

These defined goals are achieved through:

- monitoring and compliance with legal regulations, other requirements and commitments regarding compliance, as well as customer requirements and internal agreements,
- improving the organizational structure of the company, enabling entry by its own forces into new, strategic market segments,
- estimating the risk of undertakings, identifying potential emergency situations, assessing occupational risk at workplaces and taking necessary improvement actions,
- cooperation with the customer and all interested parties for the best possible completion of the assigned task, while also caring for the natural environment and the safety of employees,
- identifying threats resulting from the impact of production and service processes on product quality, the natural environment and the work environment,
- preventing injuries, workplace accidents, occupational diseases, and potentially hazardous events, as well as reducing the level of occupational risk at workplaces,
- safe and rational management of energy factors and waste resulting from production and service processes,
- instilling in employees a sense of mutual responsibility for their safety and that of their colleagues, as well as raising the culture of workplace safety among its own employees and subcontractors,
- striving for optimal outcomes in air, water, land protection, noise protection, electromagnetic fields and vibrations in the implemented undertakings,
- conducting consultations and training employees and engaging them in actions to improve quality, environmental protection and safety and health at work,
- continuous improvement of the effectiveness of the organization's management system, considering the requirements of PN-EN ISO 9001:2015, AQAP-2110:2016, PN-EN ISO 14001:2015 and PN-ISO 45001:2018,
- ensuring resources enabling the implementation of this policy.

The Integrated Policy (quality, environment, OHS) is communicated to all individuals working for/on behalf of Mostostal Warszawa S.A. It is understandable, implemented and carried out at all levels of the organization and publicly available to all interested parties on the websites. Employees are obliged to know and implement the aforementioned Policy.



**President of the Management Board
Miguel Angel Heras Llorente**

Warszawa, dnia 10 grudnia 2024