

## POLICY FOR QUALITY, WORK SAFETY AND ENVIRONMENT OF MOTA-ENGIL CENTRAL EUROPE S.A.

Aware of the social responsibility connected with the profile of our activity, while implementing our projects and providing building services, we follow the principle of the highest quality of delivered products. We undertake to use the best market practices in the field of efficiency, innovation and technical competences. The culture of our activity is based on ambition, reliability, cohesion and the spirit of cooperation. Guided by the company strategy and aware that the implementation of our foundations and ambitions depends on positive relations with all interested parties, we promote satisfaction-oriented management culture.

Taking into consideration smooth operation of the entire company, we realize a consistent process of improving the integrated management system based on ISO 9001:2015, ISO 14001:2015, 45001:2018 standards, involving management and other employees. Hereby we undertake to:

- monitor and identify risks related to the operations of the Company and its processes;
- support the development of employees' skills through a continuous training program, including basic aspects of quality, environment and work safety;
- promote synergy and cooperation between individual MECE areas, building a culture of shared responsibility for safety, the environment and quality assurance for all employees;
- assess the level of achieved results and company's competitiveness by defining and monitoring goals;
- build the company's credibility, by supporting processes and their continuous improvement as well as systematic re-certification of the management system;
- develop and promote partnership with subcontractors, suppliers and service providers to ensure the quality of implemented requirements and present the most effective solutions;
- comply with applicable legal requirements relating to the company and its activities and relevant requirements of interested parties.

Promoting business culture based on the respect for the natural environment, we undertake to:

- consciously manage natural resources;
- prevent pollution;
- minimize the amounts of waste through recycling;
- save energy.

Building safe working environment is the overriding target of our activity. Aiming at permanent improvement of safety standards, we undertake to:

- eliminate threats and minimize occupational risks of the employees and subcontractors;
- involve and consult with employees issues of occupational health, safety and environment;
- carry out preventive actions and implement technical solutions aimed at preventing accidents, occupational diseases and near misses.

On behalf of  
Management Board of Mota-Engil Central Europe S.A.



Maciej Michałek  
Chairman of the Board and CEO