

THE INTEGRATED MANAGEMENT SYSTEM POLICY

Erbud S.A. policy is implemented in accordance with the requirements of:

PN-EN ISO 9001:2015, AQAP 2110:2016, PN-EN ISO 14001:2015, PN-N 18001:2004; BS OHSAS 18001:2007, ISO 45001:2018.

The most important purpose of the Management Board of Erbud S.A. is the superior provision of competitive building services based on innovation (in the civil and military areas) with full customer satisfaction and respecting legal and other requirements related to occupational health and safety and environmental protection.

The Management Board of Erbud S.A. engages and strives for continuous improvement of the process, i.e. the management of the occupational health and safety area, in order to ensure safe organization of work for all its employees, employees of cooperating companies and other people staying on the company's premises, including construction sites implemented by the Company.

The purposes defined in this way are achieved through:

- systematic approach to quality, environment and occupational health and safety management
- maintaining high quality of the product/service, while maintaining a stable financial level
- establishing tasks related to quality improvement, occupational health and safety and environmental impact, organisation of periodic reviews assessing the effectiveness of the management system in achieving these purposes
- systematic training of employees, raising their qualifications and a sense of job satisfaction
- compliance with legal requirements and other regulations regarding the Company's operations
- continuous improvement of activities in the field of the integrated management system
- minimising adverse environmental impacts by preventing pollution
- providing safe and healthy working conditions to prevent injuries and ill health
- eliminating hazards and reducing occupational health and safety risks
- making employees feel a sense of mutual responsibility for safety of both themselves and colleagues
- risk management in the area of occupational health and safety through the supervision hierarchy
- consulting and participation of employees of Erbud S.A. in the IMS
- propagating the IMS policy among subcontractors and clients of Erbud S.A.

The Management Board of Erbud S.A. ensures that the Integrated Management System Policy, through high employee awareness, is understandable, implemented and applied at all levels of the Company while maintaining compliance with the strategic purposes of the Company and publicly available to all interested parties on our website www.erbud.pl.

Management Board of Erbud S.A.