

INTEGRATED POLICY OF THE INTERNATIONAL CONSTRUCTION GROUP HSF SYSTEM



Customer satisfaction, environmental protection, and the health and safety of employees are the primary objectives of the companies within the construction group **HSF System**. These factors are essential to the stability and prosperity of the companies, and thereby provide job security and satisfaction for our employees. We therefore consistently comply with the requirements of international system standards

**ČSN EN ISO 9001, ČSN EN ISO 14001, ČSN ISO 45001
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together with all other applicable standards, which we are obliged to meet irrespective of role or position within the organisation. We define our commitments as follows:

- a) **we listen attentively to our customers,**
- b) **we seek to understand our customers' requirements,**
- c) **we carry out tasks with the utmost diligence to ensure accuracy and timely completion,**
- d) **we strive to do things correctly the first time,**
- e) **we adhere to the rules and procedures established under the Quality (QMS), Dedicated Structures Contractor (DSCMS), Environmental (EMS) and Occupational Health & Safety Management Systems (OHSMS),**
- f) **we exchange information effectively with one another,**
- g) **we do not continue work if it is evident that the outcome would be a defective product, an environmental risk, or a threat to health and safety, and we take immediate corrective action,**
- h) **we treat our customers and each other with respect.**

Our aim is to deliver high-quality products and services to all our customers whenever we engage with them commercially.

Furthermore, we are committed to ensuring that all current activities, strategic measures, and plans consistently contribute to environmental protection and occupational health and safety, while continuously improving the environmental profile of our company. Particular attention is paid to waste management, the protection of soil resources, air and water. Our objectives in these areas include making all activities environmentally responsible, adopting a proactive approach to the protection of human health and the environment, and constantly enhancing the company's environmental performance.

We intend to achieve these objectives primarily through:

- a) **a preventive approach to all matters relating to the environment and occupational health and safety,**
- d) **Informing employees about the environmental and health and safety impacts of their work,**

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- b) active compliance with all applicable legislation in the field of environmental protection and health and safety,
- c) raising employees' awareness of environmental protection and occupational safety,
- e) rigorous control of the management of raw materials, resources and energy, preventing unnecessary waste,
- f) striving to equip the company with state-of-the-art technology.

To ensure the effectiveness of the QMS, Dedicated Structures Contractor Management System (DSCMS), EMS and OHSMS the management of the international construction group HSF System, according to the requirements of international system standards of the individual states, is fully committed to:

- a) providing the necessary financial, material, human and organisational resources,
- b) continuously improving the Quality, Environmental and Occupational Health & Safety Management Systems,
- c) ensuring safe and healthy working conditions to prevent work-related injuries and health damage,
- d) consistently complying with legal and other regulatory requirements applicable within the international construction group HSF System, and/or within the individual companies,
- e) identifying and eliminating hazards, and reducing occupational health and safety risks,
- f) supporting education, training and professional development so that all employees are able to meet the requirements of this policy,
- g) demonstrating leadership and accountability, and taking personal responsibility for the management systems,
- h) meeting qualification requirements and maintaining the effective number of employees as defined by the tables B1, B2, B3 in the Slovak National Documentation,
- i) delivering products strictly in accordance with contractual specifications in terms of quality and deadlines, while making optimal use of available resources,
- j) taking prompt and effective corrective action in the event of customer dissatisfaction or any environmental or health and safety risks,
- k) requiring subcontractors to meet at least the same standards of product quality, environmental protection and occupational health and safety that HSF System guarantees in its binding commitments to clients,
- l) communicating the commitments of this policy to employees, encouraging their engagement and active participation, and continually enhancing the effectiveness of the Quality, the Dedicated Structures Contractor, Environmental and Occupational Health & Safety Management Systems.