

INTEGRATED MANAGEMENT SYSTEM POLICY

SPIE CENTRAL EUROPE

SPIE is the independent European provider of multi-technical services in construction, energy and communications. SPIE Central Europe operates in Poland, the Czech Republic, Hungary and Slovakia and has more than 4,000 employees committed to energy and digital transformation. The range of services includes system solutions in the area of technical facility management, energy efficiency solutions, technical services for energy transmission and distribution, services for industrial customers, and services in the areas of electrical and security technology, HVAC installations as well as information and communication technology, networking and media.

We share a common vision of where our organisation should be heading in the future. The guiding thought behind our growth strategy is that future acquisitions should be in line with our values and resonate with our DNA. At SPIE Central Europe, we take a long-term view of how our business impacts society and the environment. One of our intentions is to attract talented employees and retain them at SPIE.

At SPIE, we use the knowledge we have to design and implement technical solutions that contribute to sustainable development. The strategic direction of our activities is expressed in the form of four principles:

- Commitment #1** We are passionate about developing our core competences to solve complex technical challenges.
- Commitment #2** We are a trusted partner for delivering mission-critical services to our customers.
- Commitment #3** We are a proactive partner offering technical mastery of field-proven solutions fostering a low-carbon economy.
- Commitment #4** We share cutting-edge innovations with our stakeholders and integrate them into tailor-made solutions.

Our values are supported by implemented and improved Integrated Management System in accordance with the standards of EN ISO 9001:2015, EN ISO 14001:2015 and EN ISO 45001:2023.

We effectively achieve the goals we set ourselves by:

- continual improvement of the effectiveness and efficiency of the implemented Integrated Management System, in particular to optimising business processes, improving environmental performance and improving health and safety performance,
- compliance with applicable legal and other requirements and compliance obligations,
- environmental protection, including the prevention of pollution, accidents and environmental damage,
- providing health and safety working conditions for the prevention of work-related injury and ill health, occupational accidents, occupational diseases and near misses,
- ensuring consultation and participation of workers and their representatives,
- action to mitigate climate change, contributing to a low-carbon economy,
- reducing carbon emissions and our carbon footprint,
- supporting our customers to reduce energy consumption and carbon emissions in an innovative and cost-effective way by providing energy transition solutions based on three pillars: energy efficiency, low-carbon mobility and changing the energy mix,
- implementing, complying with and promoting the Health and Safety Code and the 10 Life Saving Rules,
- eliminating hazards and reducing occupational health and safety risks,
- promoting gender equality,
- improving employees' skills and awareness of environmental protection and safety in the workplace.

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