

Responsible *and committed!*

QUALITY, HEALTH & SAFETY, ENVIRONMENTAL AND ENERGY POLICY

As one of major players in the construction industry in the Czech Republic for more than twenty years and also a member of the Bouygues Construction Group, it is our policy to promote **exemplarity and high standards** not only in terms of quality of construction services, but also health, safety, the environmental values and energy management systems.

We apply elements of modern construction organization and keep focusing on sustainable construction and the so-called green building certification (BREEAM, LEED, etc.). Our organisation is built on the richness and diversity of our human capital, our solid technical expertise and a set of values that unites a network of companies within the Bouygues Construction Group, which are rooted in their territories. We will go on strengthening the expertise of our employees, ensuring equal opportunities and skills development.



WE ARE COMMITTED TO:

- placing the utmost importance on **respecting the fundamental rights**, constantly ensuring our compliance with our **ethical principles** and adopting any and all measures to prevent illegal work on VCES sites;
- **continuously improving the management and performance of organization** in the field of occupational health and safety, environment and energy, to meeting requirements and to increasing the efficiency of the quality management system and also to preventing injury or damage to health and preventing pollution;
- **meeting applicable H&S commitments and standards beyond legislative regulations and requirements**, to set and achieve a higher level in area of occupational health and safety in the context of the Bouygues Construction Group, thereby contributing to improving overall performance construction industry in the Czech Republic in the area of OH&S and management of fire protection.

This policy and the commitments contained there reflect the principles of sustainable development, which have become an integral part of the corporate culture of VCES.



IT IS ALSO OUR POLICY TO:


- **meet our customers needs** and provide them with expert advice in order to achieve high environmental quality of our buildings within Design&Build system. Our key objective is to deliver our construction projects in accordance with contractual conditions in the best way possible, to improve the efficiency of organization and development of trustworthy and transparent relationships with our clients and partners;
- **maintain open communication with local communities** in the locations of our projects and to implement effective measures to mitigate the negative impact of construction. We will continue to publish our key results in the field of environment by means of environmental statements under EMAS certification;
- **be selective in choosing our suppliers/subcontractors** in order to establish long-term partnerships focused on achieving quality;
- systematically encourage the employees to accept the idea that **all employees, not only several specialists and the top management, are responsible for achieving good results in the areas of quality, health, safety, and environmental protection**. Our policy is to guarantee the health and safety of everyone involved in the execution of these projects through an ambitious prevention initiative, and by improving the working and living environment for all staff, whether in the office, on site or in the site office. We will invest into upgrading technical equipment in order to improve the collective and personal protection of workers on sites;
- **ensure regular measurement of key performance indicators** of organization in these areas and their review by the top management. All incidents, accidents and major initiatives in matters of quality will be properly investigated in order to identify effective preventive measures

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A BOUYGUES CONSTRUCTION COMPANY

Shared **innovation**


Zdeněk Pokorný
CEO and Chairman of the Board
VCES a.s.