



THE POLICY OF QUALITY, HEALTH & SAFETY, ENVIRONMENTAL AND ENERGY SYSTEM

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**. 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.



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 and 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;
- » systematic communication and working with all 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 our projects through an ambitious prevention initiative, namely by providing, improving and preventive approach for safe and healthy workplaces and working environment for all staff, whether in establishments, workshops or on construction sites. 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;
- » **promoting the purchase** of energy-efficient products and energy efficiency as a tool to reduce the carbon footprint.

We are committed to:

- » placing the utmost importance on **respecting the fundamental human rights**, constantly ensuring our compliance with our **ethical code** principles and adopting all measures to prevent illegal work on VCES sites;
- » **continuously improving the management and performance of organization** by setting goals and providing resources in the areas of quality, health and safety, environment and energy;
- » to comply with binding obligations and requirements for the **protection of the environment and health**, as well as to prevent injuries or health damages by eliminating hazards and reducing risks, as well as to prevent pollution;
- » **meeting applicable health and safety commitments and OSH standards beyond legislative regulations and requirements**, in the context of the Bouygues Construction Group and thus contribute to improving the overall results of the construction industry in the Czech Republic in the field of OSH and fire protection;
- » **reducing risks in the field of OSH** by eliminating hazards, discuss these with employees and their representatives in the form of participation in their evaluation;
- » towards the global goal of **reducing greenhouse gases and the carbon footprint of CO₂** by 30% of emissions by 2030 from our existing energy consumption, activities and production.

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

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