

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 via motto strategy BUILDING FOR LIFE. 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 & 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;

focus on the activities and programs of the **GREENLIGHT STRATEGY**, as a support for an active approach to material and functional solutions of our implemented projects with the application of the **CIRCULAR ECONOMY** principle, reducing energy consumption and purchasing energy-saving products.

supporting, maintaining and continually improving the Integrated Management System (IMS), particularly the Management System for Contractors of Reserved Structures (SMZVS), through a proactive approach, strong leadership and commitment from the Company's top management, including their personal accountability. This includes

ensuring the ongoing applicability of relevant requirements, compliance with qualification prerequisites, and the effective utilization of resources.

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;

to meet 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;

reduce risks in the field of OSH by eliminating hazards, discuss these with employees and their representatives in the form of participation in their evaluation;

to meeting the global goal of decarbonization, i.e. to reduce emissions from our current energy consumption, activities and production by 2030 via action program **Let's Clim'Act** by 40% (Scope 1&2 - direct operating activities) and by 30% (Scope 3A and 3B - materials and operation of completed buildings);

actively address the issues and objectives of VCES a.s.'s energy management (**modernization, innovation, monitoring, and consumption control**) with the provision of relevant and accessible information, including the provision of resources.

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.

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

