

## Company Policy (IMS-Policy)

### Pôle VINCI Energies Deutschland Facilities (VED-F)

When meeting the needs of our customers and other stakeholders, we take special care to provide all participants with a safe and healthy work environment and to perform high quality business operations in a safe and environmentally sound manner.

Therefore, we operate an Integrated Management System (IMS) according to ISO 9001:2015 (quality management), ISO 45001:2018 (health and safety management), ISO 14001:2015 (environmental management) and ISO 50001:2011 (energy management). The processes, instructions and regulations defined therein are binding for all employees. The respective supervisors are responsible for compliance.

Our principles are:

- **Our customers**

Our group of companies is customer-focused and therefore must understand customers' current and future needs, meet their requirements, and strive to exceed customer expectations. The process orientation to customer requirements represents an essential basis for a positive operating result.

- **Our employees**

The involvement of all employees at all organizational levels is an essential prerequisite for the accomplishment of the company's objectives, the economic success and the continuous development of our group of companies. By providing information and training we promote not only a sense of responsibility but also understanding of quality, occupational health and safety, environmental protection and energy efficiency and recognition of the potential impact of their own activities.

- **Our managers**

Managers assume responsibility for the internal and external focus of our group of companies and create the conditions for staff members to fully commit themselves to the achievement of our objectives. Quality, occupational and health safety, environmental protection and energy efficiency play an important role in this. As role models, they are responsible for reducing or avoiding the risks to employees and the environment.

- **Our subcontractors and suppliers**

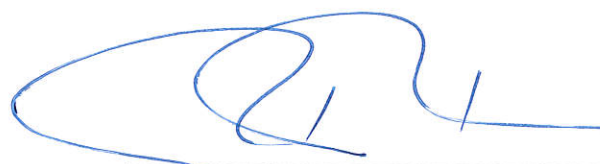
We treat our subcontractors and suppliers as partners, whom we integrate into our quality, occupational safety, environmental and energy management strategy in order to ensure and continuously improve the effectiveness and efficiency of our value-adding processes.

- **Our opportunities and risks**

Recognizing, understanding and control of interrelated processes as a system contributes to the effectiveness and efficiency of the organization. Legal requirements and other binding obligations are minimum requirements for us. Therefore, we ensure that these are communicated, implemented and complied with.

- **Continuous improvement**

Continually improving the overall performance of our group of companies is a permanent goal for us. We therefore promote approaches for the continuous development of our IM system and our organization. Look-Warn-Share is the key to our "Safety Excellence" program.



R. Beisel, Pôle Manager VED-F