

# INTEGRATED MANAGEMENT POLICY OF ALTEO GROUP



*Customer focus, innovation, quality services, safe and healthy work environment, prevention of injuries and damage to health, energy efficiency, environmental protection and sustainability - these are the pillars of the values represented by ALTEO Group. Our services cover the entire value chain of the energy industry: our business activities include the ownership, establishment, operation, maintenance of highly efficient cogeneration and heating plants based on renewable energy sources and hydrocarbon, as well as the wholesale trade and retail of electricity, scheduling and gas retail and providing energy services tailored to the specific needs of industrial companies. While we comply with the legal requirements in all aspects of our operation, our services also exceed the customers' and stakeholders' expectations and therefore facilitate improved client trust and satisfaction.*



Sustainable development and social responsibility are the fundamental cornerstones of the ALTEO strategy. We are committed to developing the quality of our services, applying new, innovative technologies, creating and maintaining a healthy and secure workplace environment, constantly increasing energy efficiency, saving natural resources, preserving biodiversity, protecting our natural values and our environment, consistently and systematically improving our environmental performance.

## TO ACHIEVE THE GROUP LEVEL OBJECTIVES RELATED TO THE ABOVE:

- We have implemented and operate an **integrated management system (IMS)** at ALTEO Group complying with the requirements of the ISO 9001, ISO 14001, ISO 50001 and ISO 45001 Standards.
- We **directly monitor the operation of the system**, identify the anomalies and the reasons of such anomalies introducing corrective measures as required.
- We are committed to **meeting the applicable requirements**, and we constantly improve our processes and methods affecting the quality, energy planning and HSE (health protection, safety, environmental protection) activities in order to fulfil our compliance obligations.
- We make sure **all of our employees and partners are aware of the integrated management policy of the ALTEO Group**, as well as the objectives, structure and implementation methods of the integrated management system.
- We **train our colleagues on the basis of the latest scientific achievements**, in compliance with the requirements of IMS, involving them in preparatory processes and constantly consulting with their representatives. We want to raise our colleagues' and partners' awareness of the fact that commitment to quality, safe work, energy efficiency, environmental protection and sustainability are key means of achieving our goals.
- Our **senior employees are required to ensure** the conditions for high-quality and safe work, and to prioritize energy-consciousness and sustainability considerations in our management activity. In the latter as well as in daily work, the focus should be on the pursuit of continuous improvement.

## BY IMPLEMENTING THE INTEGRATED MANAGEMENT POLICY WE DEFINED THE FOLLOWING PRIORITIES:

- **Continuous strengthening of the competitiveness**, market situation and reputation of ALTEO Group.
- **The promotion of highly efficient cogeneration and heat generation**, renewable energy sources and green energy for the efficient management of energy resources and reduction of greenhouse gases.
- **Service quality exceeding customer expectations.**
- **Continuous improvement** of service standards, energy efficiency and HSE activity.
- **Reducing the risks associated with our activity to a reasonable and acceptable level**, and preventing work accidents, fire incidents and environmental pollution.
- **Preserving our colleagues' health and providing high-quality**, proactive occupational health care for all of our employees.
- **Selecting subcontractors and business partners in accordance with the requirements of the IMS system**, developing long-term business relationships with them.
- **Systematic development of quality orientation and HSE culture**, transforming the commitment to this into a basic requirement.

The integrated management policy of the ALTEO Group, approved by the Board of Directors and reflecting official intention and philosophy comply with the core values, business policy and strategic objectives of the corporate group.

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