

# INTEGRATED MANAGEMENT SYSTEM POLICY SPIE CENTRAL EUROPE

SPIE is an independent European provider of multi-technical services in construction, energy and communications with over 125 years of tradition. SPIE Central Europe develops its operations in Poland, the Czech Republic, Hungary and Slovakia, employing more than 4.200 qualified professionals who are fully committed to supporting the region's energy and digital transformation. We continuously adapt our offer to the changing needs of the market, responding to challenges related to renewable energy and new technologies in infrastructure. We deliver services in the fields of building technology and automation, energy, technical facility management and smart city solutions.

We share a common vision of the direction in which our organisation should develop. The guiding principle of our growth strategy is a consistent commitment to ensuring that future acquisitions align with our value system and remain consistent with SPIE's DNA. At SPIE Central Europe, we take a long-term perspective, fully aware of the impact of our activities on society and the environment. One of the pillars of this strategy is attracting talented employees and creating conditions that foster their development, stability and identification with the organisation.

**In our rapidly changing world, SPIE's role in society is a key element to guide its future directions, taking into consideration the evolution of its stakeholders and ecosystem.** We use our expertise to design and implement technical solutions that contribute to sustainable development. The strategic direction of our activities is expressed in the form of four commitments 'SPIE Purpose':

- Commitment #1** We are passionate about developing our core competences to solve complex technical challenges.
- Commitment #2** We are a trusted partner for delivering mission-critical services to our customers.
- Commitment #3** We are a proactive partner offering technical mastery of field-proven solutions fostering a low-carbon economy.
- Commitment #4** We share cutting-edge innovations with our stakeholders and integrate them into tailor-made solutions.

**Our values are reinforced by the implemented and continuously improved Integrated Management System, compliant with the requirements of standards EN ISO 9001:2015, EN ISO 14001:2015 and EN ISO 45001:2023.** By focusing on the pillars of our system and conducting our business responsibly, we are committed to:

- complying with applicable legal and other requirements and compliance obligations,
- continuously improving the effectiveness and efficiency of the implemented Integrated Management System, in particular to optimising business processes, improving environmental performance and improving the health and safety performance,
- environmental protection, including the prevention of pollution, accidents and environmental damage,
- providing safe and healthy working conditions for the prevention of work-related injury and ill health, occupational accidents, occupational diseases and near misses,
- eliminating hazards and reducing occupational health and safety risks,
- ensuring consultation and participation of workers and their representatives.

**We create an ambitious and transparent framework for setting quality, environmental and health and safety objectives, which we put into practice by:**

- striving for predictable, profitable and responsible growth, based on professional project delivery, long-term customer relationships and ensuring the highest standards of quality, environmental protection and occupational safety,
- enhancing operational efficiency by integrating advanced digital technologies with building automation and infrastructure projects, and through the continuous improvement of processes,
- providing innovative, reliable and high-quality multi-technical services, utilising modern technologies to increase efficiency, safety and value for clients,
- consistently implementing the principles of sustainable development as an integral part of SPIE's business strategy, taking into account the balance between financial performance, environmental responsibility and social responsibility,
- the systematic development of solutions based on renewable energy sources, the implementation of initiatives to improve energy efficiency, and the consistent reduction of CO<sub>2</sub> emissions and our own carbon footprint,
- actively supporting customers in reducing energy consumption and carbon dioxide emissions by providing modern energy transition solutions based on three pillars: energy efficiency, low-carbon mobility and optimisation of the energy mix,
- building a culture of safety, innovation and responsibility by developing key competencies, enhancing employees' qualifications, strengthening environmental and health and safety awareness, and promoting equality, diversity and equal opportunities in the workplace.

**Łukasz Nowiński**  
Managing Director SPIE Central Europe

**Bernard Czajkowski**  
Finance Director SPIE Central Europe