

## Integrated Management System Policy

Trakcja S.A. wants to be a leader in the construction market in the country and increase its activity in international markets. Building on the knowledge, experience and values of Trakcja S.A. developed in the period of more than 70 years it wants to carry out advanced construction projects meeting Customer requirements and promote social mobility through the construction of modern infrastructure.


We want to pursue and enhance our position in the market through:

1. Quality and professionalism.
2. Responsibility and trust.
3. Transparency in relationships with business partners.
4. Care for the natural environment for us and future generations.
5. Ensuring safe working conditions for employees, subcontractors and suppliers.

We will pursue the above objectives of our activity on the construction market through:

- Meeting Customer and legal requirements.
- Efficient process and resource management taking into account opportunities and risks.
- Timely implementation of investments with quality parameters agreed with the Customer with simultaneous cost optimization.
- Seeking and implementing optimal technical, technological and material solutions.
- Cooperation with proven works subcontractors and service and material providers meeting our requirements as regards quality, environment and occupational safety and health.
- Identification and monitoring of impact on the environment and its protection minimizing negative impact and sustainable use of resources.
- Reducing occupational risk through identification of hazards and their elimination at work.
- Raising awareness of employees as regards quality, environment, occupational safety and health and development of their competencies.
- Consultation and involvement of employees and representatives of employees in the improvement of the Integrated Management System.

Hereby the Management Board of Trakcja S.A. and senior management undertake to pursue and achieve set out guidelines and objectives of the Integrated Management System Policy with involvement of all employees. They also undertake to ensure adequate resources for their implementation, continuous improvement of the Integrated Management System according to the norms ISO 9001:2015, ISO 14001:2015, ISO 45001:2018 along with the fulfilment of legal requirements, prevention of environment pollution, injuries and loss of health.

Artur Szumisz  
  
President of the Management  
Board of Trakcja S.A.

Warsaw, November 02nd, 2022.