

Declaration of the Management Board on Occupational Safety

We protect health and life by developing a proactive culture of occupational safety, based on teamwork and individual commitment, risk control, open communication and competence development, so that Alterga S.A. employees always return safely to their homes.

We know that only together can we achieve this goal and we are convinced that with you it is possible.

OCCUPATIONAL HEALTH & SAFETY POLICY, QUALITY POLICY AND ENVIRONMENTAL POLICY OF ALTERGA S.A.

By connection professional competences and an innovative approach, we provide comprehensive solutions for the energy industry in a way that is safe for employees, the social and the natural environment, while meeting market quality and technical expectations. We achieve this by skillfully combining:

- commitment and visible leadership of management at every level of the organization
- provide the means and resources necessary to safely organize and carry out the work
- a proactive safety culture that integrates employee safety into all processes and decisions in the organization
- effective, two-way communication, open to employees' opinions
- training and supporting employees in developing their competences and skills
- the involvement of each employee in active accident prevention and drawing conclusions from those events that have occurred
- reducing the impact of stress and psychosocial risks on employee health by creating a friendly environment and working conditions
- reducing our impact on the natural environment and building environmentally friendly attitudes
- improving and adapting the quality of our services to the requirements of our customers
- cooperating with suppliers of equipment, materials and services that meet quality, occupational safety and environmental standards and promoting the improvement of these standards
- open communication with customers and the social and economic environment
- operate in accordance with the applicable law, technical standards, PN-EN ISO 9001, PN-EN ISO 14001, PN-EN ISO 45001 standards, customer requirements and other regulations
- ensuring information security and personal data protection.

We improve our activities and processes so that in each combination they give the expected effect in the form of achieving goals, employee safety and environmental protection. We communicate our principles to all employees and persons acting under the supervision of the Company and expect them to be acted upon.



Dariusz Krawczyk
President of the Board



Joanna Szcześniak
Member of the Board



Wojciech Kuraszkiewicz
Member of the Board