

# INTEGRATED MANAGEMENT SYSTEM POLICY

Management of I&C Energo a.s. defines the Policy in the Company's Mission and Values.



## COMPANY MISSION

**For customers** – to be a leading supplier of the most effective solutions and services optimizing technical-economic indicators during construction, reconstruction, modernization and operation of new and existing electric power production sources while observing rules of business ethics, with omnipresent interest in customers and with respect to environment protection, occupational health and safety, information security and nuclear safety.

**For employees** – to be a demanding but at the same time respectful employer, who appreciates the contribution of each employee, in order to achieve harmony between company objectives and employees needs; an employer who empowers the awareness of employees responsibility for environment protection, occupational health and safety, information security and nuclear safety.

**For suppliers** – to be a demanding, but at the same time respectable partner during business cooperation; a partner who empowers the awareness of responsibility for environment protection and who creates conditions for environmentally-friendly behaviour and demanding safety and health protection at work, ensuring information security and nuclear safety.

## COMPANY VALUES

**Excellence – Speed – Customer approach.** We define and solve challenging tasks. When solving these tasks we aim at excellence and always achieve complete client satisfaction. Our fast service gives us a competitive advantage and therefore provides the customer with an important benefit. We always strive for excellent customer service – we reject bureaucracy and all unnecessary red tape.

**Trust – Responsibility – Motivation.** We trust others and delegate power to them. We avoid communication barriers. We accept ideas regardless of their source. We fully accept our personal responsibilities for achieving results and our commitments resulting from trust and means given to us. Based on that, we act responsibly and make careful decisions. We find in ourselves enough energy to motivate and encourage others.

**Human potential.** Our employees are the basic source of our strength; the company creates opportunities for their self-fulfilment and satisfaction of their needs and conditions to prevent the occurrence of injuries and ill health by means of risk control in the area of OH&S.

**Environmentally-friendly approach.** All activities of the company are carried with respect to environmental protection and its sustainable development, they are permanently reviewed in terms of environmental impacts with a view to their minimizing.

**Integrity.** Any behaviour and conduct of employees and company units shall be aimed at the common objectives and teamwork shall be the major means to achieve them.

**Complying with legal, other and generally accepted regulations.** Company permanently seeks to meet legal and other requirements including the environmental protection, OHS, information security. By building, applying and evaluating the nuclear safety culture in the Company, we contribute to increasing nuclear safety in nuclear activities.

**Equal opportunities.** The company provides equal opportunities while competence shall be viewed as a key criterion.

**Honesty.** The company reveres honesty as its basic moral value.

**I&C Energo is a major supplier of high-tech services and solutions optimizing the construction and operation of electricity production sources.**

**I&C Energo a.s. management enforces and requires fulfilment of company mission and its values.**

**Management of the I&C Energo a.s. is committed to fulfilling the requirements of the integrated management system and to its continuous improvement and increase in efficiency.**

**The management of I&C Energo commits that nuclear safety will not be compromised by other priorities within the framework of the implementation of activities**

**I&C Energo a.s. management welcomes suggestions from any employee for improvements in all areas of company life.**