



## INTEGRATED MANAGEMENT SYSTEM

IN VEST s.r.o. belongs and wants to continue to belong to the most important construction companies in Slovakia. We want to present to all potential customers and the public the stable and trustworthy partner in the field of constructions realization, concrete production and precast concrete products.

### POLICY AND OBJECTIVES

#### Corporate social responsibility

**Stable, experienced and professional partner for the construction of reserved buildings**

**Optimum fulfillment of customer requirements and expectations**

**Building the good name and maintaining the position in the market**

**Long-term development and prosperity of the company**

#### The policy of our company is in accordance with:

- ✓ the principles of Socially Responsible Business and the requirements of standards in the field of management systems:
  - Quality according to STN EN ISO 9001;
  - Environment according to STN EN ISO 14001;
  - Safety and Health Protection according to STN ISO 45001;
- ✓ with the requirements of the Regulation of the European Parliament and the Council (EC) No. 1221/2009 (EMAS scheme);
- ✓ with the requirements for the management system of the contractor of reserved constructions in accordance with *National Document: Requirements for bodies performing audit and certification of the management system of the contractor of reserved buildings. Requirements for the management system.*

#### The goals of the Integrated Management System:

1. Ensure compliance with relevant legal and other requirements, such as certification according to ISO 9001, ISO 14001 and ISO 45001, principles of socially responsible business, requirements of EMAS scheme and requirements of National Document for reserved constructions. Meeting these requirements represents a personal commitment and responsibility of the company's management.
2. Permanently meet the conditions applicable to the management system of the contractor of reserved constructions, permanently comply with the fulfillment of the qualification prerequisites according to table B.1 and B.2 of the National Document and comply with the effective number of employees. Continuously improve the management system of the contractor of reserved constructions and create appropriate conditions for consultation and employee participation with a focus on a proactive approach.
3. Integrate the documentation of management systems and avoid duplication of activities and resources required to meet the identified common aspects in the relevant ISO standards (eg audit, management review, personnel activities, documented information).
4. Ensure quality management aimed at prevention, which means that a low-quality product must not be distributed to the market and at the same time a low-quality product should not be produced at all. Customer requirements emphasize the need for stability of the quality of the delivered products and the demonstration of a guarantee of continuous achievement of their quality.
5. Focus on improvement of quality management, i.e. for continuous improvement of the quality of manufactured products and technological processes. Improving quality represents increasing the usability of products, i.e. expanding the range of functions of products and services while reducing the range of non-conformities that only become apparent in the process of use.
6. To ensure the protection of health and safety at work and to permanently improve the OSH management system. We are committed to creating safe and health-friendly working conditions and working environment. We prioritize the principles of prevention and risk management over the principle of detecting non-conformities in order to eliminate hazards, reduce risks and prevent occupational accidents and illnesses. We support employees to take a proactive approach in the field of health and safety, conduct health and safety consultations with employees and involve employees in the assessment of health and safety risks.
7. To protect the environment by reducing the adverse effects of our activities on the environment by constantly monitoring, evaluating and improving our environmental behaviour.
8. Our goal is to be a professional partner for our customers. We identify customer expectations and we respond quickly to their needs, we deliver quality products with after-sales service and we fulfil all obligations arising from contractual obligations and good relations.
9. Provide training and development for your employees, involve them in the management process, increase their awareness of responsibility, ensure a balance between work and personal time, social security and benefits. We respect internationally declared regulations for the protection of human rights, we do not tolerate child labour, we provide wages and benefits to a decent standard of living, we ensure the ethical recruitment of workers without discrimination of race, gender and religion.
10. We consider suppliers and service providers as partners, competence and reliability of our suppliers are just as important as compliance with the principles of responsible business.
11. Through open and honest communication with our customers, employees, suppliers, authorities and the public, we try to build mutual trust based on compliance with business ethics, financial responsibility, publishing transparent information and handling suggestions and complaints.

This policy is publicly available to all interested parties at our company website and the policy is reviewed regularly take into account applicable legal, local, customer and other requirements.

In Šafa, 17 March 2025