

## Integrated Management System Policy

The management of XENEX, s.r.o. for the permanent fulfillment of the principles, continuous improvement of the integrated management system (IMS) and fulfillment of the valid requirements of ISO 9001: 2015, ISO 14001: 2015/EMAS and ISO 45001: 2018 standards in the scope of the defined subject of the IMS "Implementation of constructions and their changes" undertakes to:

1. To continuously improve the quality of our services and to be a reliable partner to our customers.
2. To create conditions for improvement of professional, business and communication knowledge and skills of our employees.
3. To take care of the environment, permanently participate in its protection, prevent waste generation, minimize possible adverse impacts when handling pollutants and waste, use natural resources sparingly and actively contribute to mitigating climate change.
4. Improve our environmental behaviour, reduce our carbon footprint.
5. Regularly inform the public and stakeholders about our goals and activities.
6. Consistently meet our obligations to comply with legal and other environmental, HSE and Fire safety requirements.
7. To eliminate hazards and reduce HSE risks, to create safe working conditions with maximum protection for employees that will not cause accidents, incidents, injuries and occupational illnesses, and to monitor and improve them regularly.
8. To regularly consult the IMS policy with employee representatives for HSE and periodically review its continuing appropriateness.

In Žilina, 31.01.2024

**XENEX, s.r.o.**

Pri Rajčianke 8913/25 ③

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