

<i>INTEGRATED MANAGEMENT SYSTEM POLICY IN ACCORDANCE WITH ISO 9001:2015 AND ISO 45001:2018</i>	Edition 13
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## ***INTEGRATED MANAGEMENT SYSTEM POLICY IN ACCORDANCE WITH ISO 9001:2015 AND ISO 45001:2018***

Written into the Ventor/Isonor Companies' mission, vision and values is our concern for the health and lives of employees and our attention to safety in every workplace. We do this by complying with applicable occupational health and safety requirements, as well as with solutions and defined procedures. Employees are our most valuable asset, which is why we are always guided by the principles: professionalism, quality, loyalty. We carry out all our activities together, so that our services are complementary and tailored to the individual needs of our clients. Every voice of the customer is a challenge for us, which we fulfil by being true to the principle of business integrity and social responsibility, ensuring safe working conditions for both the employees under the supervision of the Ventor/Isonor Companies and our contractors at all stages of project implementation. This approach applies to the entire scope of our activities, as evidenced by the high quality of our services, which sets us apart in the business environment.

### **Our strategic objectives are:**

- Sustainability based on our values, in line with our strategy,
- Strengthening the position in the Norwegian market,
- Building trust in Ventor/Isonor companies and satisfaction of customers and other persons concerned through high standards of service and professional performance.

### **We implement the integrated management system policy through:**

- confidence, operability and partnership in working with clients and other stakeholders,
- meeting legal and other requirements, including health and safety,
- taking systemic measures to prevent accidents at work, near misses and occupational diseases by using appropriate techniques and tools at workplaces,
- building a risk-based mindset, including performing a systematic identification and analysis of hazards, occupational risks and then taking action to reduce accident risks, as well as risks in relation to operational and project risks,
- promoting the Quality and OHS Policy and ensuring the safety of clients, subcontractors, suppliers and other persons on the premises of the Ventor/Isonor Companies
- providing adequate resources and means to carry out safe work,

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- to provide employees with opportunities to improve their professional qualifications and skills, and to raise employees' awareness of quality requirements and safe work performance through training and personal development,
- monitoring, reviewing, verifying and periodically evaluating the effectiveness and adequacy of the adopted policy as a framework for annually set measurable objectives. Focusing attention on communicating and understanding the policy and the resulting objectives. Involve employees in making the policy a reality by duly performing their assigned duties and powers,
- an invitation to consultation and participation of workers and their representatives in occupational safety and its improvement, which is our commitment to all stakeholders.

On behalf of the staff, I declare knowledge, understanding and adherence to the above policy by all employees of the company and pledge to provide adequate resources to maintain the integrated management systems and to continuously improve them.

**The policy has been communicated to all employees of the VENTOR/ISONOR companies and is publicly available.**

Dębica, 30<sup>st</sup> September 2024

President of the Management Board – Janusz Urbanik

President of the Management Board - Piotr Urbanik