APER SOLUTION sp. z o.o.

Integrated Management System Policy

1. Introduction

APER SOLUTION sp. z o.o. operates in the design, implementation, and servicing of energy, electrical, and telecommunications installations, as well as automation and control systems. Aware of the impact of its operations on the natural environment and the importance of ensuring occupational health and safety, it declares its full commitment to sustainable development and the protection of the health and safety of its employees, subcontractors, customers, and local communities.

2. Policy Objectives

The company ensures the high quality of its products and services by:

• Focusing on the needs and expectations of customers and building lasting relationships with them based on trust and professionalism,

• Implementing processes in a controlled manner, in compliance with legal, regulatory, and contractual requirements,

• Using modern technologies and effective quality supervision methods,

• Engaging competent and responsible employees,

• Analyzing risks and opportunities in processes and taking preventive and corrective actions,

• Continuously improving the effectiveness of the quality management system to increase customer satisfaction and organizational efficiency.

In the area of environmental protection:

• Compliance with all applicable national and EU laws, environmental standards, and customer-defined requirements.

• Identification and assessment of environmental aspects – including emissions, waste, energy consumption, and resource consumption.

• Prevention of pollution and environmental accidents, as well as efforts to minimize waste generation through waste segregation, recycling, and appropriate disposal, which will contribute to reducing negative environmental impacts.

• Process improvement towards energy efficiency and a reduced carbon footprint.

• Collaboration with suppliers and subcontractors who also implement pro-environmental activities.

• Environmental education for employees and partners.

• Supporting biodiversity by recognizing the value of nature and biodiversity as a key element of a healthy ecosystem, taking into account the impact of ongoing investments on local ecosystems, minimizing environmental impact in collaboration with partners, and promoting technologies that support the preservation of natural habitats.

In the area of occupational health and safety:

• Ensuring safe and hygienic working conditions for all employees and persons present on the worksite.

• Providing training, job instructions, and access to personal protective equipment.

• Identifying and assessing occupational risks and taking preventive and corrective actions to eliminate or minimize them.

• Monitoring working conditions – including exposure to noise, dust, electricity, and working at heights.

• Responding to incidents, accidents, and potentially dangerous situations – through established procedures and root cause analysis.

• Fostering a culture of safety among all employees and collaborators.

• Consulting and engaging employees on health and safety matters.

• Ensuring emergency preparedness, including through first aid training.

• Collaborating with clients and other entities on construction sites to ensure consistent safety standards.

3. Responsibility and Policy Implementation

This policy is an integral part of APER SOLUTION sp. z o.o.'s **business strategy**, a guide to continuous improvement. Therefore, we view environmental protection and occupational health and safety not only as obligations arising from regulations, but as **key pillars of the organization's long-term development.**

October 24, 2025

President of the Management Board

Paweł Famulski