

## MANAGEMENT POLICY FOR FCC GROUP IN SLOVAKIA

Our mission is to design, implement and manage environmental services, particularly in the area of waste management, in an efficient and sustainable way, in order to improve the lives of citizens.

### PRINCIPLES AND COMMITMENTS OF THE COMPANY

#### 1. RESULTS-ORIENTED APPROACH

- To continually improve and meet the set goals so that the FCC Group becomes a benchmark.
- To ensure the application and fulfilment of requirements and continuous improvement of the quality management system, environmental protection, energy management and occupational health and safety, which is in accordance with the requirements of international standards ISO 9001:2015, ISO 14001:2015 and ISO 45001:2018.
- To ensure that policy commitments are setting, acceptance and implementation basis of the goals and programs for the company's integrated management system.

#### 2. HONESTY AND RESPECT

- Responsibly fulfil all compliance obligations identified by FCC Group in Slovakia and carry out all of our activities in accordance with relevant applicable legislation and policies and procedures of company.
- Respect the rules and principles of free competition in all markets.

#### 3. DILIGENCE AND PROFESIONALISM

- To do our work conscientiously and focusing on customer service, developing the capabilities and possibilities of our teams.
- Act with due care and take responsibility for our actions.

#### 4. LOYALTY AND COMMITMENT

- Actively communicate and consult the occupational health and safety management system with workers and workers' representatives.
- Provide safe and healthy working conditions to prevent accidents at work and damage to health that are proportionate to the purpose, size, context of the organization, and the specific nature of the identified health and safety risks and opportunities. Actively apply measures to contribute to the elimination of hazards and the reduction of health and safety risks.
- Apply methods in waste management, which in an economically accessible and gentle way lead to minimization of negative impacts on the environment and efficient use of materials, natural resources and energy during our activities.

#### 5. COMMUNITY WELL-BEING AND DEVELOPMENT

- Focus on the regeneration of waste value through activities focused on material and energetic waste management in the context of continuous improvement of our environmental performance and supporting local communities at regional level.

In Zohor, 1.6.2024

**Management of FCC Group in Slovakia**