



SLOVAKIA

Integrated Management System Policy Statement

COLAS Slovakia specializes mainly in:

- Construction, reconstruction and repair of motorways and other roads,
- Completion of buildings, transport infrastructure projects and engineering structures,
- Production and laying of asphalt mixes,
- Production of concrete mixes, precast concrete structures,
- Transport and equipment services,
- Testing of aggregates, soils, mixes and structures.

Through having a system implemented in terms of certification to quality management, environmental management and occupational health and safety management the subsidiaries' top management have established the following fundamental principles of the integrated management system (IMS) which are binding on all subsidiaries' employees. The IMS policy is in line with the fundamental principles of the international COLAS Group policies.

Quality Policy:

- understanding the quality as a part of the corporate strategy to be successful long-term through sustained satisfaction of the client's requirements and expectations about the subsidiaries' business,
- assuring the quality of construction projects through consistency and compliance with the method statements and professional conduct, employment of advance machines and equipment introducing progressive methods of work and forging cooperation with reliable economic operators,
- management and improvement of processes, providing of adequate sources and thinking based on potential risks are tools for satisfying of applicable and binding requirements and expectation,
- systematic training of employees to enhance their professional development, expertise and skills, and last but not least, IMS awareness,
- strengthening the subsidiaries' position in the domestic and international markets to be always seen as stable and reliable partners in business.

Environmental Policy:

- continual improvement of performance and working conditions for the subsidiaries minimizing the adverse effects on the environment,
- continual decreasing of threat on the environment by consistent planning, doing, checking and adoption of measures with looking after their performances,
- equipment and work methods operated as consistent with the environmental protection replacing non-conforming equipment and work methods by more convenient and more efficient counterparts,
- effective use of materials, natural resources and energy in all production processes eliminating waste in operations,
- communicating with the general public, stakeholders and having a cooperative working relationship with the state administration, strong oversight of environmental compliance obligations,
- raising and enhancing the employee's awareness of environmental protection,
- demand for fulfilment of environmental management system requirements also by contracting parties in their activities.

H&S Policy:

- basic tenets that underlie the corporate occupational health and safety are protection and creation of safe work environment, this principle can never be limited or restricted to the prejudice of other objectives,
- strong oversight of OHS legislative, technical and COLAS Group requirements and cooperating with the state administration authorities,
- providing for regular OHS training and instruction of all employees,
- measuring of OHS performance and continual improvement of working conditions for employees, and minimising of potential health threat at work,
- evaluation and monitoring of risks, threat, definition of rate of risk and application of provisions for health protection,
- preventing accidents by identification and analysis of dangerous events, removing of found deficiencies, application of preventive measures and pushing the same view in the subcontractor relationships.

This IMS policy is binding on all employees of the subsidiaries and available to all interested parties.

Košice, 3 February 2020

Cyril PINAULT

Chairman of BoD COLAS Slovakia, a.s.

Ing. Juraj ŠERVA

Member of BoD COLAS Slovakia, a.s.