

POLICY OF QUALITY, ENVIRONMENT AND OCCUPATIONAL HEALTH AND SAFETY

Based on the fundamental directions of the company development and specific conditions in the market, the board of directors of DEKONTA, a.s., herewith announces for 2023 – 2027 the following Policy of quality, environment and occupational health and safety:

We, the Board of Directors, management and all the employees of DEKONTA, a.s. include the quality, environmental protection and occupational health and safety among the highest priorities of our activities.

Achieving sustained compliance with the requirements arising from the standards ISO 9001, ISO 14001 and ISO 45001, environmental regulations in force, requirements and expectations of our customers and stakeholders and other requirements our company is subject to, are among the primary responsibilities of all our employees,

and thus we publicly undertake to fulfil the following obligations:

- We will provide our customer with qualified, quality and complex services in all the fields of our specialisation: waste disposal, including hazardous waste, remediation of the contaminated sites, provision of environmental emergency response service, demolition works, and consultation and laboratory services.
- When working on projects we will ensure unambiguous understanding of the requirements of the customer and we will keep those under consideration during our work. During the performance of our work we will consistently apply and comply with all applicable laws, standards and contractual agreements. The result of our activity will be a work that meets all the qualitative parameters agreed with the customer.
- We will always make sure that any of our activities has a minimal possible impact on the environment and health of the population. We will pay maximal attention to ensuring quality, purposefulness, and high professional level of our work.
- We will always provide our customers, state and municipal authorities as well as the general public with all information concerning possible impact of our work on the environment.
- We will continuously improve professional level of our services by implementing new environmentally friendly technologies, increasing qualifications of our staff, and broadening staff's knowledge of the environmental impact of our activities.

The company management undertakes

- To constantly identify possible life and health risks for employees and to implement measures for their minimization; to prevent accidents and health damage, to involve employees in addressing OSH issues through consultation and participation, and to continually improve OHS
- To create good working conditions, provide effective support and necessary resources to enable employees to carry out their work in a high quality, selfless, secure, loyal, trusting and cooperative environment and with a sense of pride and professional satisfaction.
- To ensure and continuously improve all necessary organisational, personnel, work and material conditions in order to achieve irreversible changes in company's internal habits and culture leading to enhancing environmental protection, health and safety and focus on the quality of the provided services and thus satisfaction of customers and other stakeholders.

The company management expects all its employees

to identify with the above principles, fulfilment of this philosophy in a daily practice, takeover of full responsibility for health and safety at their workplace, quality of their own work and protection of the environment, active prevention of occurrence of errors, submitting their own proposals for improvements of the system functionality and an active approach to improvement of their own qualification.

Date: March 01, 2023