



## Company values, mission & policy

Ref. No.:	G-POL-001-E
Date:	12.8.2022
Version:	1
Purpose:	Final

### VALUES AND MISSION OF Via Pribina, a.s.

The main values of Via Pribina, a.s. are to:

- consider human resources as a main asset
- conduct its activity with high standard of sustainability
- be a proactive, Responsible and Professional partner
- share Respect and Transparency

The mission of Via Pribina, a.s. is to efficiently and diligently perform the design, building and operation & maintenance of the Via Pribina Expressway over the duration of the concession (30 years). It has to be done in order to meet the requirements of the client (the Public Authority) by ensuring the best level of availability, security and safety to the end users, in line with the company's contractual obligations and its stakeholder's requirements.

### POLICY OF Via Pribina, a.s.

In order to provide on a daily basis such a long-term sustainable performance, Via Pribina, a.s. puts as its priority its own human resources and the relevant partnerships it has to set up.

Therefore, our objectives are to:

- implement and maintain an Integrated Management System compliant with the applicable ISO standards,
- recruit relevant people at relevant positions, promote diversity and equal opportunities, and prevent any discrimination,
- ensure such a working environment to all its employees that reaches the better standards of health and safety and prevents accidents at work,
- foster the training of each of its employees in order to develop their skills and their adequacy with each of their position,
- encourage employee's participation to solve QHSE issues and propose recommendations for continuous improvement,
- encourage employees' civic involvement through the CSR activities of the company.
- carry out day to day work by prohibiting all types of corruption and disloyal practices,
- take into account as much as possible the stakeholder's requests,
- protect the environment by limiting the environmental impact of our activities
- prevent and reduce the environmental pollution and consumption of resources
- comply with all applicable standards and Slovak law and regulation, as well as with other compliance requirements.
- take into account these selection criteria when selecting partners or suppliers,
- beyond the direct positive contribution of the Via Pribina PPP project, carry out relevant CSR activities in order to participate in the economic and social development of the country,
- provide safe and healthy working conditions for the prevention of work-related injury and ill health,
- set up objectives and achievement plans to improve management system,
- eliminate hazards and reduce OHS risks,
- continually improve management system,
- ensure consultation and participation of workers as well as their representatives and remove obstacles or barriers to participation and minimize those that cannot be removed.

Our company policy supports this ambition and provides Via pribina, a.s. with the appropriate framework to achieve it.

I am personally committed to implementing, maintaining and fostering the development of such a policy which is a direct responsibility of the management of Via Pribina, a.s. and all its employees involved in its day to day activities for continual improvement of the applied management systems. Management is committed to satisfy applicable requirements of ISO 9001, ISO 14001 and ISO 45001.

Quentin Duchâteau, board member

Prepared 12.08.2022	IMS Administrator	Verified 12.08.2022	CFO	Approved 12.08.2022	DCEO
------------------------	-------------------	------------------------	-----	------------------------	------