

## COMPANY MANAGEMENT POLICY

The senior management of Hydroenergy Company Jsc aims to work for the achievement of constant high quality of execution of construction and assembly works, in accordance with national and international legislation, in order to fully satisfy the requirements of customers and interested parties, provided safe and healthy conditions. labor and environmental protection. We encourage continuous improvement, a process approach and risk-based thinking and support appropriate management roles to demonstrate leadership in their areas of responsibility.

We achieve the goals of the company with an active and focused management policy in the following areas:

### 1. Quality management

- 1.1. Building new thinking and attitude towards quality, developing personal skills and creating motivation for every employee and employee for his active involvement in the quality assurance activity;
- 1.2. Compliance with the requirements of the applicable national and international quality standards for construction works;
- 1.3. Development and improvement of mutually beneficial relationships and cooperation with our suppliers and clients;
- 1.4. Ensuring and demonstrating continuous quality improvement to our customers and suppliers, as well as to ourselves;
- 1.5. Continuous improvement of the qualification and motivation of the staff for timely and qualitative fulfillment of the tasks.

### 2. Health and safety at work

- 2.1. Creating such working conditions that do not lead to occupational diseases and accidents at work and create a prerequisite for complete physical, mental and social well-being of the company staff, subcontractors, visitors and other persons related to the activity;
- 2.2. Compliance with minimum statutory national requirements for protecting the health of workers and ensuring their safety at work;
- 2.3. Implementation of the principle of prevention, which consists in taking measures for prevention / prevention and effective management of occupational risks, causing accidents at work and occupational diseases in the work process, as measures for OSH provision are developed and implemented in all phases of the work process .
- 2.4. Ensure effective and regular communication with staff on proposals to improve working conditions. Safe work is the best work!

### 3. Environmental Impact Management

- 3.1. Carrying out periodic environmental review related to the analysis of environmental issues and impacts on the implementation of the organization's activities and the identification, control and management of environmental aspects;
- 3.2. Conducting a set of environmental protection activities aimed at preventing environmental pollution, restoring it, preserving it and improving it;

**3.3.** Compliance with applicable legal and other requirements in managing the assessed environmental aspects of air, water, soil, personnel and society - waste (construction, household, packaging, hygiene materials); pollution (dust, noise, vibrations, lubricants); resources (building materials, fuels, energy, water), etc .;

**3.4.** Achieving environmental performance expressed in measurable results from the management of all managed aspects of the environment.

To implement this policy and to ensure the fulfillment of all our activities with health, safety and environmental concerns, and in accordance with the principles of sustainable development, we have implemented an Integrated Management System, maintained and continuously improved in accordance with the requirements of the standards ISO 9001: 2015, ISO 14001: 2015 and ISO 45001: 2018, including required processes and their interactions.

In this regard, the Management of Hydroenergy Company Jsc will require all managers, employees and employees to show in their daily work high professionalism, technological discipline and responsibility, to know the well-regulated requirements of the Integrated Management System, to observe them strictly and actively contribute to its development.

**As a company CEO I DECLARE my personal commitment and responsibility in the implementation of the announced corporate governance policy.**

Blagoevgrad  
01.12.2020r.

**CEO: (signature) Ivan Chapov**