

	POLICY OF NAFTO Sp. z o.o.	Edition: 1	Revision: 2
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		Page: 1 z 1	
INTEGRATED MANAGEMENT SYSTEM			

The ultimate objective of Nafto Sp. z o.o. operations is to obtain Client satisfaction through rendering professional service, on-time delivery of high-quality products and services by ensuring safe work conditions and well-being of employed personnel.

Business development of the Company is based on the following key values:

- credibility, integrity, reliability and competence in relationships with Clients, Employees and Suppliers of Goods and Services
- carrier development and raising vocational qualifications of personnel
- implementation of state of the art technology and constant improvement of work methods
- investing in improvement of workplace safety and active prevention of injuries and accidents
- taking care of more and more effective environmental protection
- improving business competitiveness by maintaining the highest standards of business ethics

We carry out the Company Policy considering the listed below, priority objectives:

- using most up-to-date technology in each phase of contract execution
- demanding high quality and HSE standards from our Suppliers, Sub-contractors and Co-operators by using—qualification—procedures with maintaining the principle of equal treatment
- investing in infrastructure and work environment
- ensuring well-being of all employees and equal opportunities in employment, as well as systematic development and raising of employees' professional qualifications, taking into account their personal needs and predispositions
- promoting "Zero accident" policy and "Safety first" rule by ensuring highest level of occupational health and safety with particular emphasis on the prevention of accidents and occupational diseases
- minimizing consequences of potential work accidents by offering an injured employee any possible assistance in regaining health and, if needed, transferring such a person to a different position within the Company
- constant reduction of the adverse impact on the natural and work environment created by our Company
- prevention of material and environmental losses by striving for constant improvement in this field of activity
- achieving satisfactory economical results owing to high efficiency and constant monitoring and optimizing of costs
- compliance with current legal provisions, labour code, technical standards, good practices and obligation to maintain due diligence
- observing the principle of "fair play" in business
- active involvement in social affairs
- counteract any form of corruption, discrimination and mobbing

The Managing Director has responsibility for executing this Company Policy and supervising the accomplishment of the set Quality and Safety objectives.

Rafał Hojnor

 PREZES ZARZĄDU