

DECLARATION

ABOUT QUALITY, HEALTH, SAFETY AND ENVIRONMENT (QHSE) POLICY

We, the management of FILKAB AD, are convinced that our customers, staff, and the communities we operate in general require constant quality improvement of our products and services while guaranteeing the protection of the environment and healthy and safe working conditions. The world around us is changing at a rapid pace. New technologies in the field of renewable energy sources and communications are the challenges of tomorrow. To develop as a business in the field of electrical engineering, to offer the best service and products in the future, and to guarantee optimal regulation of our company processes, we declare active participation and responsibility for the implementation of the announced policy, which includes:

- Continuous improvement of the implemented Integrated Management System for quality, environment, health and safety at work.
- Strict compliance with the rules regulated by the legal and regulatory documents applicable to the processes performed by the company and all its external contractors and partners, including compliance with the environmental aspects and obligations in the environmental field, and ensuring the well-being and safety at work.
- Managing the company risks, by taking into account the external and internal factors that are relevant to our strategic direction and affect the quality, environment, health and safety at work.
- Enhancing customer satisfaction by consistently providing quality service that meets or exceeds our customers' s and all interested parties expectations, according to the context and the strategic vision of the company.
- Supplying products and offering services that meet the customer's requirements and all other applicable environmental and product-safety requirements.
- Striving to achieve sustainable growth through the development of policies, investment programs and practices for managing business practices in an environmentally friendly manner, and for the prevention of occupational incidents and accidents at the workplace.
- Carrying out reliable monitoring and control of indicators and key characteristics of activities, products, and resources that have a significant impact on quality, the environment and safety at work.
- Directing and supporting a high level of responsibility in the employees for efficient production and quality of the provided services; increasing their interest in the problems of environmental protection; and ensuring committed behaviour towards ensuring safety at the workplace by evaluating effectiveness.
- Complete, accurate and permanent definition and implementation of the rights and obligations of the employees; provision of sufficient information; consultation, and participation of the workers and the representatives of the workers by conducting efficient training according to the demands and nature of the risks and opportunities for quality, environmental sustainability, and safety and well-being at work.
- Minimization of the harmful impact on the environment from the activities carried out by the company, including: optimization of resource consumption, management of generated waste, and identification, assessment and management of environmental aspects when performing the services and building the systems.
- Providing the necessary resources for the functioning of the integrated management system.
- Continuous improvement and optimization of work processes through the implementation and development of digital processes of working, management, control and accountability.

- Setting clearly formulated and flexible objectives for quality, environmental sustainability, health and safety at work, aligned with customer requirements, and reviewed periodically for relevance and effectiveness by the management.
- Maintaining a favourable environment for the execution of processes, conducive to mutual trust and respect for personal and collective efforts, in order to prevent injury and illness; eliminate hazards and reduce health risks and safety at work to continuously improve results in operational planning and management.

The policy is based on the company's values:

INNOVATION

COMPETENCE

HONESTY

TEAMWORK

RESPONSIBILITY

TRUST

RESULT-ORIENTATION

The commitment to these values and the compliance with the QHSE Policy is public and available to shareholders, business partners, company team members, and the communities in which we live and work.

31.01.2023

Atanas TANCHEV

Chief Executive Officer