



Health, Safety, Environment (HSE) and Quality Policy of ZSE Energia, a.s.

ZSE Energia, a.s., a 100% subsidiary of ZSE, a.s., is a company doing business in power industry; its main business activity is the electricity trade in the West Slovakia region and beyond, and provision of related services in a sustainable and reliable way, at an acceptable price, in an environmentally friendly manner and in compliance with the rules applicable in the European Union.

- Create and maintain such working environment where safety and health of employees is guaranteed.
- Create positive health and safety culture through compliance with legal and other applicable regulations in order to ensure occupational safety and health.
- Create working conditions which help eliminate risks of physical or material harm, based on previously defined dangers and safety threats.
- By creating adequate communication channels, the HSE GC and appointing employees' representatives for safety, enable employees to submit proposals and recommendations aimed at improving HSE.
- Protect the environment and improve our environmental behaviour by monitoring and evaluating our environment-related performance; comply with legal and other binding environment-related requirements and contribute to its overall improvement.
- Create conditions which help reduce negative environmental impacts and define and promote positive impacts on the environment, according to the defined environmental aspects.
- Ensure the medical supervision, including preventive medical checks in regular periods according to the type of work and working conditions, and create favourable conditions for the improvement of Occupational Health Services.
- Create necessary technical, organisational, financial and personal conditions for safe working environment, prevention of occupational illnesses and accidents, and for the protection of environment and possibility for its improvement.
- Ensure quality promoting the good reputation of our Company.
- Reach and maintain a high-quality level of services provided to our stable as well as potential customers pursuant to valid quality standards and other applicable requirements.
- Enhance customers' satisfaction by providing specialised counselling, introducing of new applications and services.
- Ensure courtesy, correctness, thoroughness and expertise in all dealings with customers.
- By cooperating with our customers, acquire feedback on the satisfaction with the quality of provided services and the options for their improvement.
- Give customers confidence that our services will meet their expectations.
- Maintain and continuously improve the level of management of occupational health and safety and the environment, as well as the quality of provided services by means of effective process management.
- Raise employee awareness about the HSE culture, environmentally responsible behaviour and the quality as a value leading to the satisfaction of our customer.
- Promote and develop qualification level of employees to ensure growing quality of services provided to customers.
- Build good relationships with contractors based on mutual trust and pay attention to HSE, especially the efforts to minimise potential risks related to externally provided processes.

The Occupational Health, Safety, Environment and Quality Policy is binding for all employees of ZSE Energia, a.s. and is available to public.

Bratislava, 18 October 2018

Mgr. Juraj Krajcár,
Chairman of the Board of Directors

