

INTEGRATED MANAGEMENT SYSTEM POLICY

DEVISE GROUP, s.r.o.

At **DEVISE GROUP, s.r.o.**, we provide professional services in the areas of the environment, occupational health and safety, remediation of historical contamination, regulatory compliance, ESG, and other consulting activities. The integrated management system is an integral part of our business and is based on the principles of quality, environmental protection, occupational safety, ethical business practices, and continuous improvement.

WE ARE COMMITTED TO:

Provide high-quality services

- to understand the needs of our customers and other stakeholders,
- to provide professional services that meet the requirements of our customers, legal regulations, and other binding obligations,
- manage processes using an approach based on risks and opportunities,
- to establish a framework for setting and achieving the objectives of the integrated management system,
- develop the professional competencies of employees and external collaborators.

Protect the environment

- prevent environmental pollution and continuously improve environmental performance,
- identify and manage environmental aspects, risks, and opportunities,
- comply with all mandatory environmental protection requirements,
- Support climate change mitigation and adaptation to its impacts through responsible management of our operations and professional support for our customers,
- take climate change and other relevant environmental considerations into account when planning activities.

Ensure safe and healthy working conditions

- prevent workplace injuries and health hazards,
- identify hazards, eliminate them, and reduce occupational safety and health risks,
- comply with all mandatory occupational safety and health requirements,
- promote consultation and active employee participation in improving the occupational safety and health management system.

Act responsibly and ethically

- Act honestly, professionally, and transparently,
- protect confidential information, personal data, and know-how,
- reject corruption, conflicts of interest, and other unethical conduct,
- respect human rights and enforce a zero-tolerance policy toward child labor, forced labor, modern slavery, and human trafficking,
- require the same principles from employees, external collaborators, direct suppliers, and other business partners acting on behalf of the company.

Continuously improve

- regularly review the effectiveness of the integrated management system,
- set and evaluate goals and performance indicators,
- promote open communication, innovation, and knowledge sharing,
- provide the necessary resources for the effective operation and continuous improvement of the management system.

The company's executives are responsible for implementing this policy, reviewing it regularly, and creating the conditions for its application.

This policy is binding on all employees, external collaborators, direct suppliers, and other persons acting on behalf of the company. It is publicly available and forms the fundamental framework for quality management, environmental protection, occupational health and safety, and ethical business practices at DEVISE GROUP, s.r.o.