

QUALITY, ENVIRONMENTAL PROTECTION AND EMPLOYEE SAFETY AND HEALTH POLICY

BSW Engineering UAB specializes in electrical engineering, communication network, automation, instrumentation, alarm and signaling systems installation works, including comprehensive project management for these services.

Our mission – to create a sustainable environment for people and a more advanced world.

Our vision – to become the most advanced technological contracting company, employing experts in their field.

To ensure the highest standards of quality, safety, and environmental performance, BSW Engineering UAB has implemented an Integrated Management System in accordance with ISO 9001:2015, ISO 14001:2015, ISO 45001:2018, and VCA standards. The company's management is committed to upholding and continuously improving these standards through the following strategic objectives:

Strategic Objectives and Key Directions

- **Continuous Improvement:** Monitor, assess, and enhance the effectiveness of the integrated management system by analyzing company performance, identifying opportunities for improvement, and implementing corrective actions.
- **Customer Satisfaction:** Strengthen customer relationships by understanding and meeting their evolving needs, and by consistently delivering high-quality services in electrical engineering, communication network, automation, instrumentation, alarm and signaling systems.
- **Compliance and Accountability:** Ensure full compliance with applicable laws, regulations, and standards related to quality, occupational health and safety, and environmental protection, as well as contractual obligations with clients and partners.
- **Responsible Partnerships:** Select and collaborate with partners who adhere to relevant legal, regulatory, and contractual requirements, promoting mutual growth and responsible business conduct.
- **Environmental Stewardship:** Minimize environmental impact by efficiently using energy and resources, reducing and properly managing waste, and promoting recycling and waste segregation.
- **Open Communication:** Foster transparency and dialogue with stakeholders, taking their expectations and feedback into account in decision-making processes.
- **Employee Competence and Engagement:** Invest in the continuous development of employee skills and knowledge, ensuring they understand the importance of their roles, their impact on quality and safety, and their responsibility in process improvement.
- **Health, Safety, and Well-being:** Encourage employee participation and consultation in occupational health and safety matters, maintaining a safe and supportive work environment.
- **Resource Commitment:** Allocate the necessary resources to achieve policy goals, meet established objectives, and maintain the effective functioning of the management system.
- **Leadership Commitment:** Ensure that this policy is fully supported at all management levels and understood, implemented, and maintained by all employees.

The management of BSW Engineering UAB calls on all employees to work together toward the effective implementation of this policy. The policy is publicly available, communicated to all employees and persons working on behalf of the company, and reviewed annually to ensure its continued relevance and effectiveness.

Director **Igor Makrov**