

Integrated Management System Policy

compliant with ISO 9001, ISO 14001 and ISO 45001

Introduction

YABIMO provides services in the areas of project management, recruitment, and the supply of highly qualified personnel. Our goal is to deliver high-value services to our Clients while ensuring workplace safety, environmental protection, and consistent quality. The functioning of our Integrated Management System forms the foundation of our organizational culture.

Quality and Service Standards

We are committed to providing services in accordance with Client requirements, legal regulations, and industry standards. We ensure process transparency, effective operational oversight, and full traceability of activities. We monitor performance, analyse deviations, and implement improvement actions.

Occupational Health and Safety

Ensuring safe and healthy working conditions is our top priority. We identify hazards, assess risks, and implement control measures in accordance with the hierarchy of hazard elimination. We strengthen our safety culture through training, supervision, and active employee involvement.

Environmental Protection

We minimize environmental impact by preventing pollution, using resources responsibly, and applying solutions that reduce emissions and waste. We promote ecological behaviour and support initiatives contributing to sustainable development.

Risk Management

We analyse risks at all stages of planning, execution, and monitoring of processes. We continuously track quality, environmental, and occupational safety factors, identify areas requiring improvement, and implement preventive measures. We ensure readiness to respond to emergency situations.

Competence Development

We develop employee competencies through training, mentoring, and access to knowledge. We encourage the submission of improvement ideas, support communication, and promote active participation in the Integrated Management System.

System Improvement

The Integrated Management System is continuously reviewed and enhanced. The results of audits, management reviews, and performance indicators are used to guide improvement decisions. Management provides the resources necessary for the effective functioning of the system.

Michał Olesiński

President of the Management Board & CEO

Table of Changes

No.	Rev. No.	Introduced Changes	Revision Date	Approved by:
1	1	Initial Version	22.01.2015	Michał Olesiński
2	2	Updated Occupational Health and Safety/Environmental Protection Policy	03.06.2018	Michał Olesiński
3	2	Annual Review	18.06.2019	Michał Olesiński
4	3	Integrating the Quality Policy (ver. 4 dated April 1, 2019) with the Occupational Health and Safety and Environmental Protection Policy (ver. 2 dated June 3, 2018); Aligning Occupational Health and Safety issues with the requirements of ISO 45001:2018; Changing the document's name from "Occupational Health and Safety and Environmental Protection Policy" to "Integrated Management System Policy"; Changing the graphic design	28.01.2020	Michał Olesiński
5	4	Updating the Policy to include the requirements of ISO 14001:2015	30.11.2020	Michał Olesiński
6	5	Added a new scope (5th item)	16.03.2022	Michał Olesiński
7	6	Updated certification scopes	13.03.2023	Michał Olesiński
8	7	Added the following provision: Providing services in accordance with customer requirements and applicable law.	26-06-2025	Michał Olesiński
9	8	Change in the layout of the policy content, new, more transparent format	10-02-2026	Michał Olesiński