

## **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.

**President of the Management Board**

**Michał Olesiński**