

Sirius-ES is committed to implement and maintain a Quality, Occupational Health, Safety and Environmental Management System that continually improves effectiveness and performance, providing products and services that meet the requirements of our internal and external customers, applicable standards, and comply with all relevant legal and regulatory requirements.

The following **corporate principles and -goals** are inextricably linked and are the benchmark for our daily activities.

CORPORATE PRINCIPLES

- Occupational safety, prevention of accidents, occupational diseases, and work-related health hazards
- Product and service quality: meeting the expectations of our customers and our own objectives
- Social responsibility
- Prevention of material and environmental damage
- Sustainability and economic efficiency

CORPORATE GOALS

Sirius-ES requires the pro-active engagement and accountability for QHSE from all employees and contractors, led by **Sirius-ES** management.

In accordance with its general aims and strategies for growth, **Sirius-ES** is committed to:

- agree to and meet customer's needs and requirements to ensure customer satisfaction;
- protect and strive for improvement of the health & safety of our personnel at all times;
- set a framework for Quality & HSE objectives, measure results, assess & continually improve processes, services, product quality, performance and competency with regard to QHSE;
- plan, respond and recover from any emergencies related to QHSE;
- Identifying, assessing the risks and hazards associated with Occupational Health, Safety and Environment in the workplace, and taking action to prevent, reduce or control it to an acceptable level.
- promote education and training at all relevant personnel levels within the organization;
- communicate our QHSE policies, standards, programs, and performance with our internal and external parties;
- empower our employees to raise QHSE concerns and effectively managing the necessary actions;
- empower our employees to stop and challenge any work that is considered unsafe or not in line with this QHSE policy, relevant standards and procedures;
- provide all necessary resources to ensure a safe place of work and safe systems of work, for our employees, contractors and the environment.

It is ensured that this policy is understood, implemented, and maintained at all levels within the organization by providing appropriate training.

Reviewed and approved:
01st September 2025

Alexander Buchner
CEO