



# INTEGRATED POLICY

## PREAMBLE:

The highest priority in Slovenské elektrárne, a.s (hereinafter "the Company") is safety<sup>1</sup>, which is always superior to production requirements and business profit.

In the nuclear facilities, which are the unique technology, the priority is improvement and keeping of high level of nuclear safety and radiation protection according to the world best practice.

The key principle that each employee in the company is responsible for safety and quality of their work reflecting related risks, is applicable at all levels.

## PRINCIPLES:

In order to fulfil the Vision and Mission, the company represented by top management, declares this Integrated policy (hereinafter "Policy") and it undertakes to respect following principles:

- 1) To maintain Integrated Management System<sup>2</sup> (IMS) according to GOSP<sup>3</sup> model as a tool for company management and continuously improve its efficiency and performance so that the company permanently meets all defined objectives, can satisfy the requirements of stakeholders<sup>4</sup>, fulfil relevant legal and other requirements and thus can ensure permanently sustainable development. Identified processes, activities and company projects are managed with regards to principles and approaches of integrated risk management, which is a part of general framework for strategic and operative management and company decision making.
- 2) To define long-term and short-term objectives and tasks, to periodically review this Policy and fulfilment of stated objectives and tasks at all managerial levels. With the aim to fulfil the objectives, to ensure availability of sources for using of opportunities and for minimalization of risks and potential losses to acceptable level, necessary for innovative solutions.
- 3) To satisfy needs and expectations of stakeholders and customers, including continuous confirmation about their satisfaction and to apply open dialogue, when providing products and services.
- 4) To effectively and complex manage the risk strategy with the aim to increase probability, that the company, program or project will meet defined objectives. Timely identify and analyze mostly the risks jeopardizing the safety of employees, public, environment and company assets. To use the best practice in identification, analysis, evaluation, monitoring and effective complex risk management with relevant periodical outputs provided to company management for effective managing of the company.
- 5) To create conditions for protection of employees' health at work. To monitor and evaluate indicators showing the effect of operating production facilities on safety, health protection, environment (including potential radiation exposure) and company assets. To ensure documenting of safety measures and procedures and to take necessary measures for inspecting how are they adhered to.
- 6) To ensure sufficient number of selected and professionally competent employees at nuclear facilities. To promote increasing and deepening of qualification and awareness of employees and knowledge management.
- 7) To continuously require from employees and suppliers to follow the strong safety culture and risk management principles and treats, motivate them to professional behavior and exceptional performance according to declared Values and Behaviors Model, respect the Ethics code and Zero tolerance to corruption principles, apply the open communication of problems, follow security<sup>5</sup> and environment protection principles. The activities included into IMS must be performed exclusively based on valid documented procedures.
- 8) To focus at performance of qualification and qualitative requirements when selecting suppliers, take into consideration their approach to IMS and Ethics code and Zero tolerance to corruption principles.
- 9) To maintain effective crisis and emergency preparedness and response system, including the assurance of necessary infrastructure resources and employees' training.
- 10) To apply the ALARA<sup>6</sup> principle at nuclear facilities. To protect environment by technologically meaningful decreasing waste production, decreasing emissions into air, discharges into water and soil stressing prevention. To apply in technical measures the defense-in-depth strategy, to minimize the risk of injuries, occupational diseases, operational events, severe industrial accidents and environmental degradation by preventive measures
- 11) To save energy and materials, to support using sustainable renewable resources. To develop production and technical base using technologies decreasing negative impact on safety and health of employees, on environment and contributing to sustainability.
- 12) To manage existing nuclear power plants production and technical base so that it can be used in the long term. To ensure the long-term operation program including managerial, material and personal resources for its implementation.

<sup>1</sup> **Safety** - includes following areas: Occupational health and safety, fire prevention, severe industrial accidents prevention, Emergency Planning and Preparedness, Security<sup>5</sup>, in nuclear facilities also nuclear safety and radiation protection.

<sup>2</sup> **Integrated Management System (IMS)** – managerial system for directing and reaching objectives of the company in effective and efficient way. It includes health and safety managerial system (including security<sup>5</sup>), environment protection, quality and risks.

<sup>3</sup> **GOSP** – governance and oversight model (GOSP - Governance, Oversight, Support and Perform), which ensures that each employee clearly understand his / her role and tasks within the company by introducing standardized policies, programs, processes and procedures in line with the best practices. There is a clear distinction between ownership of standards (management and oversight) and their implementation (support and performance).

<sup>4</sup> **Stakeholder** – entity or a group with in an interest in performance or success of an organization. For example: customers, supervisory authorities, owners, employees, contractors, bankers, trade unions, partners, bodies of state administration and self-governing region, lobbying associations and unions, region, society.

<sup>5</sup> **Security** - includes following areas: crisis management and planning, planning continuity of activities, protection of goodwill of the company, classified matters protection, trade secret protection, personal data protection, security management, and management of information, financial, business and administrative security.

<sup>6</sup> **ALARA principle** - As Low As Reasonably Achievable - to continuously decrease radiation load in nuclear facilities and their surroundings.