

Integrated policy

Preamble:

The highest priority in Slovenské elektrárne, a.s (hereinafter “the Company”) is safety¹, which is always superior to production requirements and business profit.

In the nuclear facilities, which are the unique technology, the priority is continuous 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 company 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 System² (IMS) according to GOSP³ 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 stakeholders⁴, fulfil relevant legal and other requirements and thus can ensure permanently sustainable development. Identified processes, activities and company continuous improvement 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 for enhancement of quality, safety and environment protection, minimisation 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 analyse mostly the risks jeopardizing the health and 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.

¹ **Safety** – includes following areas: Occupational health and safety, fire prevention, severe industrial accidents prevention, Emergency Planning and Preparedness, Security², in nuclear facilities also nuclear safety and radiation protection.

² **Integrated Management System (ISM)** – managerial system for directing and reaching objectives of the company in effective and efficient way. It includes quality, health and safety (including security³), environment protection, metrology and risks management systems.

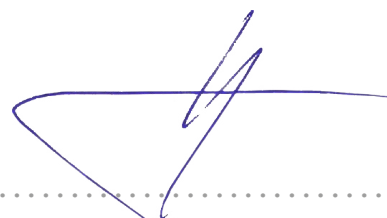
³ **GOSP** – governance and oversight model (GOSP – Governance, Oversight, Support and Perform), which ensures that each employee clearly understand his / her role and tasks within the company by introducing standardized policies, programs, processes and procedures in line with the best practices. There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

⁴ **Stakeholder** – entity or a group within 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.

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6. To contribute to the environment protection by technologically meaningful reduction of the waste generation including waste management in line with the waste management hierarchy, emissions to air, discharges to water and soil emphasising pollution prevention and biodiversity protection. Manage the use of chemicals responsibly. Proactively and effectively solve the negative consequences of our past activities. Provide for regular assessment and improve environmental procedures in line with scientific knowledge and the best practice.
7. 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.
8. To continuously require from employees and suppliers to follow the health and strong safety culture and risk management principles and treats, motivate them to professional behaviour and exceptional performance according to the declared Values and Behaviours Model, respect the Code of Ethics and Zero Tolerance of Corruption Plan, apply the open communication of problems, follow security⁵ and environment protection principles. The activities included into IMS must be performed exclusively based on valid documented procedures. Enhance opportunities equality and inclusion regardless of gender, race, religion, age and/or any other features.
9. To focus on performance of qualification, qualitative and quantitative requirements when selecting suppliers, take into consideration their approach to IMS and Ethics code and Zero tolerance to corruption principles.
10. To maintain effective crisis and emergency preparedness and response system, including the assurance of necessary infrastructure resources and employees' training.
11. To apply the ALARA⁶ principle at nuclear facilities. To apply in technical measures the defence-in-depth strategy, to minimize the risk of injuries, occupational diseases, operational events, severe industrial accidents and environmental degradation by preventive measures.
12. To save energy and materials, to support using renewable resources. In addition, to develop production and technical base and new projects using technologies decreasing negative impact of operation on safety and employees' health, on environment and biodiversity and thus contributing to sustainability and greenhouse gasses emissions reduction. Minimise the environmental footprint through both the climate and biodiversity impact assessment, resource efficiency including sustainability into innovation.
13. 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.

Bratislava, January 2025



Branislav Strýček

Chairman of the Board of Directors and General Director

⁵ **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.

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