

The Management and all employees of the "MILLENNIUM TEAM" are committed to continuously improving the Integrated Management System (IMS) through continuous improvement of the quality of our products and services, environmental protection and occupational health and safety in accordance with the requirements of ISO 9001, ISO 14001, ISO 45001, ISO 50001, ISO/IEC 27001, ISO 26000, ISO 37001, ISO 22301 in the field of design and construction works in civil engineering and construction.

Taking into account the internal and external factors in which we operate (context), purpose of existence (mission) and strategic direction (vision), our IMS policy is based on the following:

- establishing Management leadership roles,
- improvement of products and services to meet the requirements and needs of our users,
- improvement of business processes through monitoring of their effectiveness,
- establishing an appropriate value system that meets the needs and expectations of employees with constant and purposeful motivation,
- planning the provision of highly professional personnel and continuous education and training of employees,
- procurement of modern work equipment and quality maintenance of existing equipment,
- improvement of the technical and technological process through the application of new technologies, while respecting the principles of environmental sustainability and protection of occupational health and safety,
- identifying risks and opportunities in our business, planning measures related to risks and opportunities, integrating these measures into all business processes and their evaluation;
- defining IMS goals and preparing plans for their realization,
- commitment to continuous improvement of IMS in order to improve the quality of products and services, performance of the integrated system,
- ensuring the system of monitoring and application of legal and other regulations and informing all employees on the obligation to comply with those regulations,
- developing environmental awareness among employees and awareness of the importance of environmental protection management,
- identification of environmental aspects,
- recognizing and preventing the occurrence of possible negative impacts on the environment, minimizing the use of harmful substances and the generation of harmful waste, waste management,
- saving natural resources and energy,
- procurement of energy-efficient products and services that affect energy performance,
- providing safe and healthy working conditions in order to prevent work-related injuries and harm to health,
- commitment to eliminating hazards and reducing risks related to occupational health and safety,
- commitment to consulting and engagement of workers and their representatives regarding occupational health and safety,
- zero level of occupational fatalities or injuries resulting in permanent disability,
- zero level of downtime due to occupational injuries,
- commitment to raising awareness and encouraging employees to express concerns about bribery, corruption and socially irresponsible behavior,
- applying a zero-tolerance approach to bribery and corruption,
- encouraging socially responsible business activities, both by our employees and business partners, clients, subcontractors, as well as other stakeholders,
- commitment to meet applicable requirements related to information security,
- ensuring business continuity, regardless of incidents and disturbances in the system;

The IMS policy has been communicated within the "MILLENNIUM TEAM" and is available to relevant stakeholders. The IMS Policy is compatible with the Anti-Bribery and Corruption Policy and the Social Responsibility Policy.

Belgrade, November 1, 2022

Director

