

# 1. The Policy

SCADA International are committed to develop, manufacture and supply products, solutions and services for the renewable energy sector that meet or exceed the expectations of our customers, thereby earning a valued and competitive position as the preferred supplier and strategic partner. The aim is to build long-term, mutually beneficial partnerships based on quality that is profitable for us and our customers within the 5 main business areas: Software Solutions, Hardware Solutions, Installation & Commissioning, Consulting and Value Adding Services.

We recognize that our QHSE performance is essential to our business success and that QHSE issues are paramount to our business activities. Hence, we have included the following statements into the policy to establish our management philosophy with regard to the QHSE values, as well as a shared vision between our customers, contractors and suppliers.

SCADA International ...

... commits to continuously improve the prevention of injury by motivating employees to “think safety first” by deploying a high standard of safety and always comply to the laws and regulations. This applies to all employees no matter the place and nature of the work performed. High risk work types like working on construction sites or from heights are addressed especially through formal and informal training of skills and awareness.

... strive to reduce ill health, both physical and mentally, by continuously improving preventive measures with worker involvement like Work Place Assessments, Employee Satisfaction Survey's and Work Environment Organization

... obey all legal and regulatory mandates and strive always to be responsive to the environmental needs of the communities we work in and make continuous efforts to reduce the burden on the environment. This includes efforts like sorting of waste, reducing waste and energy consumption in relation to work load and optimization of travel planning for reduction of pollution caused by vehicles and aero plains.

... follow a defined set of core processes described within the Management System to thoroughly understand the requirements and expectations of our customers and to provide the requested solutions according to agreed specification and schedule.

... strengthen the technical competences and capacity of our employees by keeping them informed and up-to-date with the knowledge and skills critical to performing the highest quality of work while adhering to safety and environmental considerations. To keep up with the changing demands of the market, we will utilize market-based staffing and strive to attract the best suited employees for us to continue the high standard of quality. This is also a tool for us to strengthen our product and service portfolio within the renewable energy sector, as well as continuous differentiation through innovation.

... encourages a project-oriented company culture while maintaining the “One Company – One Footprint” mindset to maintain close relations across departments and countries.

... deploy and continuously improve a certified, efficient and adequate Management System that complies with current standards for Health & Safety, Environment and Quality and ensures continuous improvements of the performance within the certified areas.

Our current practices, goals and improvement projects will be addressed continuously and documented in relevant action plans and procedures for us to track our progress and success.