



Connecting potentials

Our vision, mission and values



Vision:

Continuous development and stability in business

Mission:

**Become
your
partner**



Values:

Health & Safety:

Leadership

Quality and Service:

Excellence & Integrity

Build the Business:

Initiative

Honesty & Continuous Development:

Training



Kodeks Postępowania Etycznego
obowiązujący w PILE ELBUD Spółka Akcyjna

I. Wstęp

Celem Kodeksu Postępowania Etycznego obowiązującego w PILE ELBUD SA (dalej: „Kodeks”) jest kształtowanie właściwej kultury i zasad etycznych życia, w tym szczególnie kultury pracy wewnątrz Spółki oraz pomiędzy Spółką a jej otoczeniem.

Kodeks adresowany jest do wszystkich osób zatrudnionych w Spółce PILE ELBUD SA (dalej: „PILE ELBUD” lub „Spółka”) niezależnie od zajmowanego stanowiska, stażu pracy, formy zawartej umowy, wymiaru etatu i zakresu powierzonych odpowiedzialności.

Postanowienia Kodeksu kierujemy ponadto do naszych klientów, partnerów biznesowych, akcjonariuszy oraz pozostałych interesariuszy działających w otoczeniu Spółki PILE ELBUD.

Niniejszy Kodeks bazuje na zasadach etycznych takich jak praworządność, rzetelność, przejrzystość i odpowiedzialność. Wskazane w Kodeksie wartości oraz zasady mają motywować i wspierać w osiąganiu wspólnych celów – zarówno biznesowych, jak i indywidualnych.

Celem Zarządu Spółki jest zapewnienie sprawiedliwych i równych warunków traktowania w procesie podejmowania decyzji, oferowania usług wysokiej jakości, trwałego rozwoju Spółki, finansowej integralności i zaangażowania w kwestie społeczne i środowiskowe.

Niniejszy Kodeks został zatwierdzony przez Zarząd Spółki PILE ELBUD, który zobowiązuje się do regularnej oceny przestrzegania zasad zawartych w Kodeksie oraz aktualizowania jego treści na podstawie uzyskanych wniosków.

II. Nasze wartości

- Zdrowie
- Jakość i serwis
- Uczciwość
- Ciągły rozwój
- Bezpieczeństwo

III. Ogólne zasady etyczne obowiązujące w PILE ELBUD

1. **Praworządność** – przestrzeganie przepisów prawa, zasad współzycia społecznego i dobrych obyczajów w biznesie.
2. **Rzetelność** – terminowe wywiązywanie się z postanowień zawartych w kontraktach. Dbanie, aby relacje z kontrahentami oparte były na profesjonalizmie oraz wzajemnym zaufaniu.
3. **Przejrzystość** – prowadzenie działalności w sposób przejrzysty i jasny dla klientów, partnerów biznesowych, akcjonariuszy oraz pozostałych interesariuszy działających w otoczeniu PILE ELBUD.
4. **Własność intelektualna** – zapewnianie bezpieczeństwa powierzonych do przetwarzania danych.

ETHICAL PRINCIPLES PILE ELBUD

Rule of law :

Compliance with the law, principles and good manners in business

Reliability:

Timely fulfillment of the provisions contained in the contracts

Transparency:

Conducting business in a transparent and clear manner

Intellectual property :

Ensuring the security of data entrusted for processing

Continuous development:

Taking actions that guarantee the development and further improvement of employees.

VALUES

Health & Safety:

Leadership

Quality and Service:

Excellence & Integrity

Build the Business:

Initiative

Honesty & Continuous Development:

Training

Integrated Management System



Certificate

Standard: **ISO 9001:2015**
Certificate Registr. No. 0198 100 01662

Certificate Holder:
PILE ELBUD S.A.
ul. Ciepłownicza 23
31-574 Kraków
Poland
including the locations according to annex

Scope: design, execution, service and deliveries in the scope of systems, stations, lines and infrastructure for electrical energy transmission and distribution as well for telecommunication and fibre-optic networks

Proof has been furnished by means of an audit that the requirements of ISO 9001:2015 are met.

Validity: The certificate is valid from 2019-04-20 until 2022-04-19.
First certification 2004

2019-04-19

Grażyna Świątko
TÜV Rheinland Polska Sp. z o.o.
ul. Syczaka 98 - 10-148 Warszawa

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Certificate

Standard: **ISO 14001:2015**
Certificate Registr. No. 0198 104 00274

Certificate Holder:
PILE ELBUD S.A.
ul. Ciepłownicza 23
31-574 Kraków
Poland
including the locations according to annex

Scope: design, execution, service and deliveries in the scope of systems, stations, lines and infrastructure for electrical energy transmission and distribution as well for telecommunication and fibre-optic networks

Proof has been furnished by means of an audit that the requirements of ISO 14001:2015 are met.

Validity: The certificate is valid from 2018-10-24 until 2021-05-10.
First certification 2015

2018-10-25

Grażyna Świątko
TÜV Rheinland Polska Sp. z o.o.
ul. Syczaka 98 - 10-148 Warszawa

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Certificate

Standard: **PN-N 18001:2004**
Certificate Registr. No. 0198 113 00139

Certificate Holder:
PILE ELBUD S.A.
ul. Ciepłownicza 23
31-574 Kraków
Poland
including the locations according to annex

Scope: design, execution, service and deliveries in the scope of systems, stations, lines and infrastructure for electrical energy transmission and distribution as well for telecommunication and fibre-optic networks

Proof has been furnished by means of an audit that the requirements of PN-N 18001:2004 are met.

Validity: The certificate is valid from 2018-10-24 until 2021-03-11.
First certification 2015

2018-10-26

Grażyna Świątko
TÜV Rheinland Polska Sp. z o.o.
ul. Syczaka 98 - 10-148 Warszawa

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Since 2004, we apply the quality assurance system based on the standard **ISO 9001** within the scope of designing, implementation, service and supply.

In 2014, we have introduced an Integrated Management System - **ISO 9001** (Quality Management), **ISO 14001** (Environmental Management), **PN-N 18001** (Safety at Work Management).

In 2021, we plan to implement and certify the **SCC** – Sicherheits Certificat Contoren (Safety Health Environment Checklist) standard.

Safety at Work at PILE Elbud S.A.



OBJECTIVES

- Continuous improvement of safety by a continuous supervision and improvement of prevention standards
- Protection of health and life of own employees and subcontractors
- Obtaining conformity with the legal requirements and highest customer's standards

MEASURES for implementation

- Internal Safety at Work team
 - Trainings and continuous improvement prevention standards
 - Continuous implementation of Safety at Work regulations and requirements
 - Ongoing Safety at Work inspections in every single site
 - Implemented and certified standard 18001:2004
-
- Board's commitment as a priority by continuous monitoring of the pandemic situation
 - Remote work allways when possible
 - Limited direct contact with persons from outside the office
 - Investment on equipments for disinfection, masks, gloves, protective suits
 - Special trainings, reorganization of the office
 - PILE Elbud employees perform their duties observing the principle of social distance and sanitary standards
 - Ongoing information campaigns for employees and subcontractors concerning the pandemic situation, preventive measures and legal regulations related to COVID-19

PILE ELBUD against covid - 19

HSEQ approach according to construction standards



Org-chart of the Health and Safety and Quality Department



Supervision workers on site are carried out in accordance to the internal procedure.

H&S Coordinators send weekly report about H&S and quality issues to the Management Board of the Company.

Weekly report contains:

- ✓ 5S progress
- ✓ H&S improvements
- ✓ Good practices
- ✓ Audits (results)
- ✓ Anomalies, dangers and incidents
- ✓ Root cause analysis (RCA) of dangers or incidents

Codzienna instrukcja postępowania (4 główne punkty)

1. PRZEKAZAĆ WSZYSTKIM PRACOWNIKOM ZADANIA DO WYKONANIA

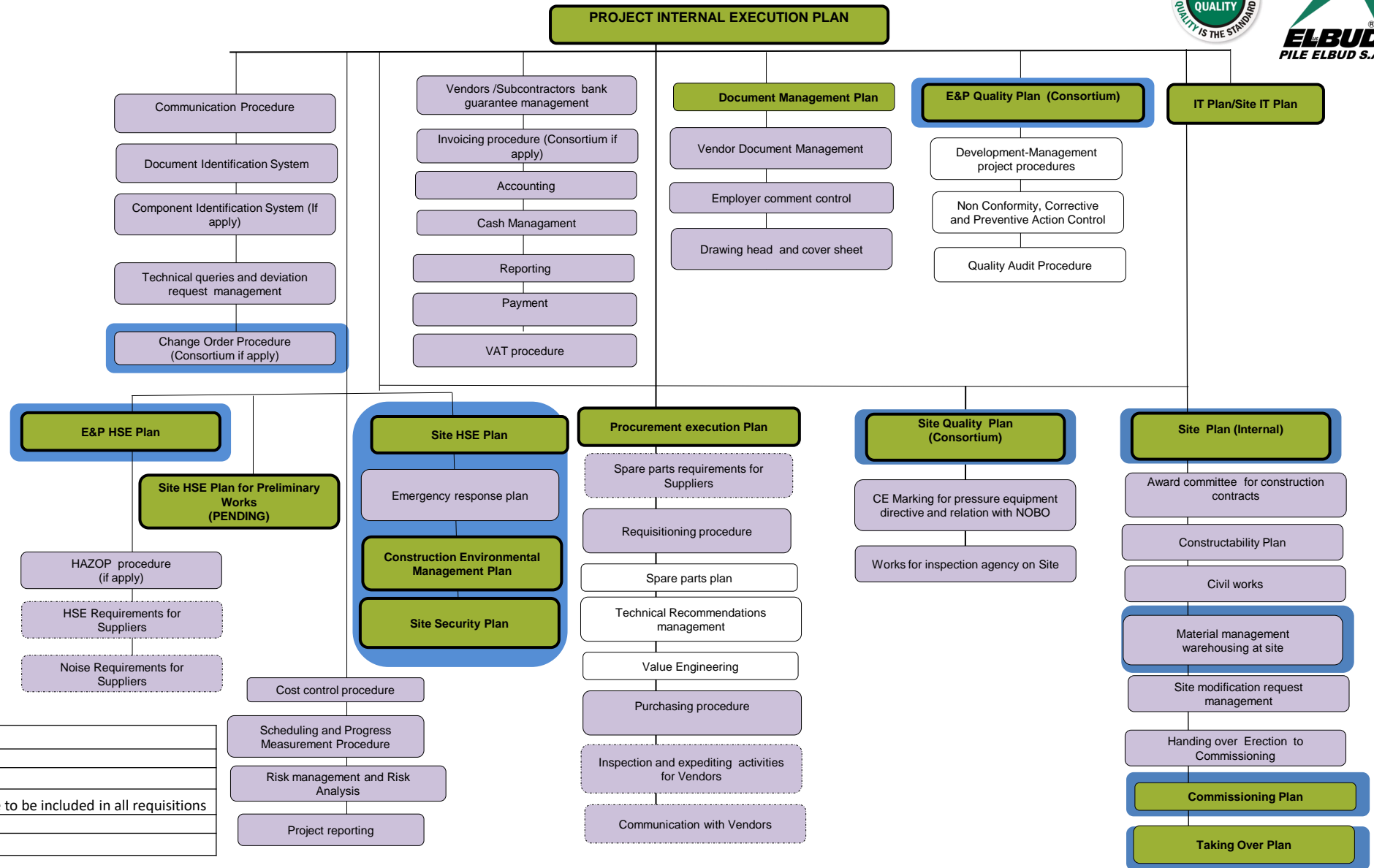
2. WSKAZAĆ RYZYKO TYPOWE A W SZCZEGÓLNOŚCI MOŻLIWOŚĆ WYSTĄPIENIA RYZYKA NIECODZIENNEGO

3. ZREWIDOWAĆ ROZWIĄZANIA DO ZAAPLIKOWANIA I POTRZEBNE ŚRODKI OCHRONY OSOBISTEJ

4. SPRAWDZIĆ DOSTĘPNOŚĆ WSZYSTKICH NARZEDZI NIEZBĘDNYCH DO PRACY

Pamiętaj: pracownik bardziej doinformowany jest bardziej uważny

WBS FOR QUALITY MANAGEMENT SYSTEM- TYPICAL

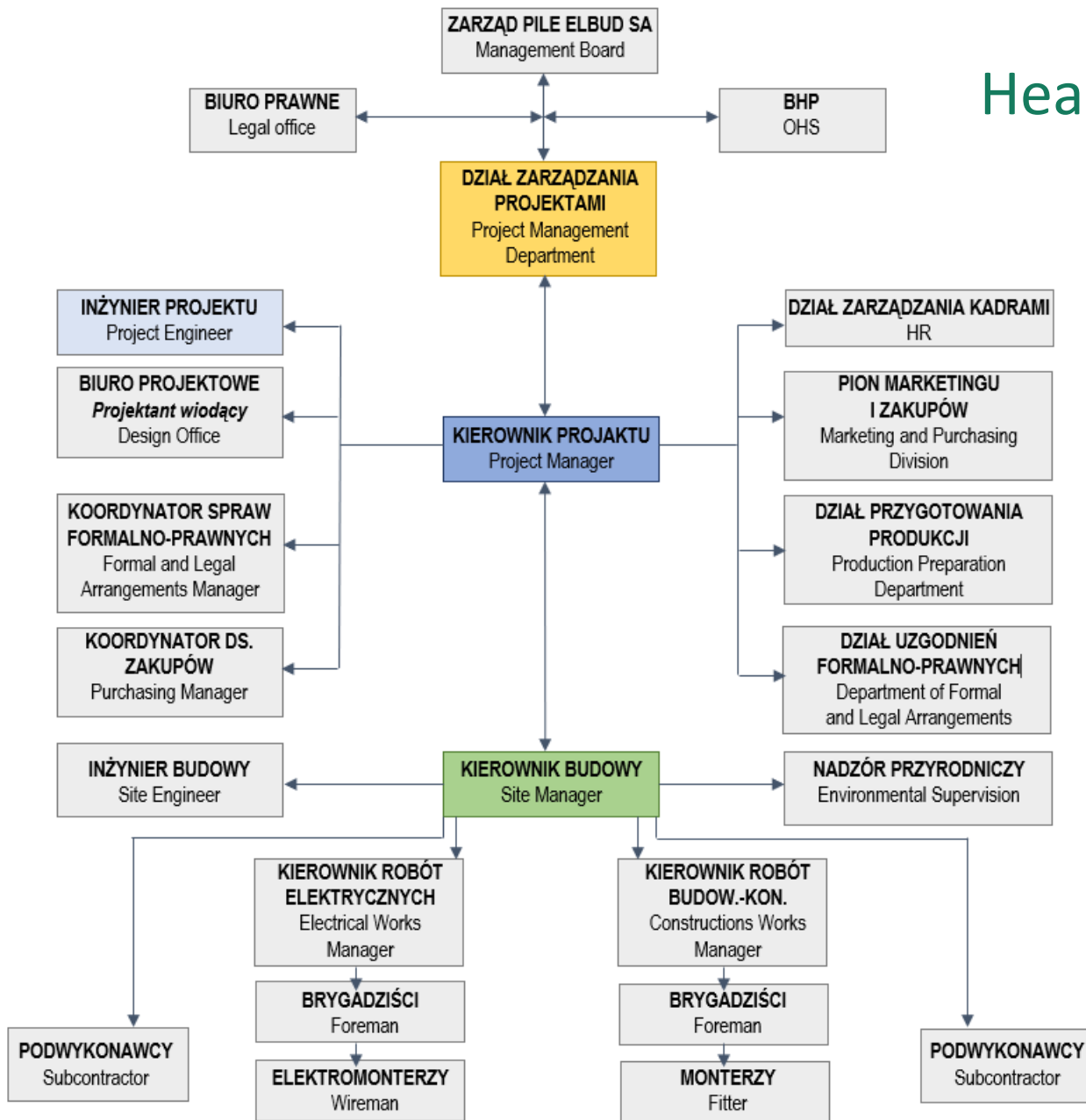


LEGENDS	NOTES
	Plan
	Procedure
	Instructions to vendors are to be included in all requisitions
	Corporate Procedure
	To be issued to Client

Our Ambitions & Goals

	Workplace			Production	Environmental Contribution		
Focus	Health & Safety	Human Rights	Employee Engagement	Sustainable sites	Climate Change	Water Impact	Reduce & Recycle
Ambition	Be a safe workplace with zero injuries and hazards.	Be recognized as a leader in labour and human rights.	Offer the best experience in all operating locations	Our sites are managed to ensure the greatest positive impact for society.	Reduce our carbon footprint as well as GHG emissions.	Maintain our leadership in water efficiency.	Strive for zero waste in landfill and zero hazardous materials.
2021 Goals	<0.1% For employees and contractors	100% Recognized by external bodies	+10 experiences every year	10% Reduction in waste management	20% Less fossil energy consumption	20% Less unnecessary water consumption	90% Of waste reused or recycled

Head office org-chart



Site office project execution

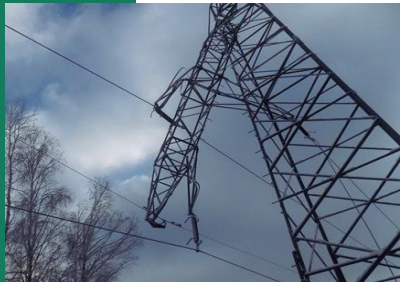
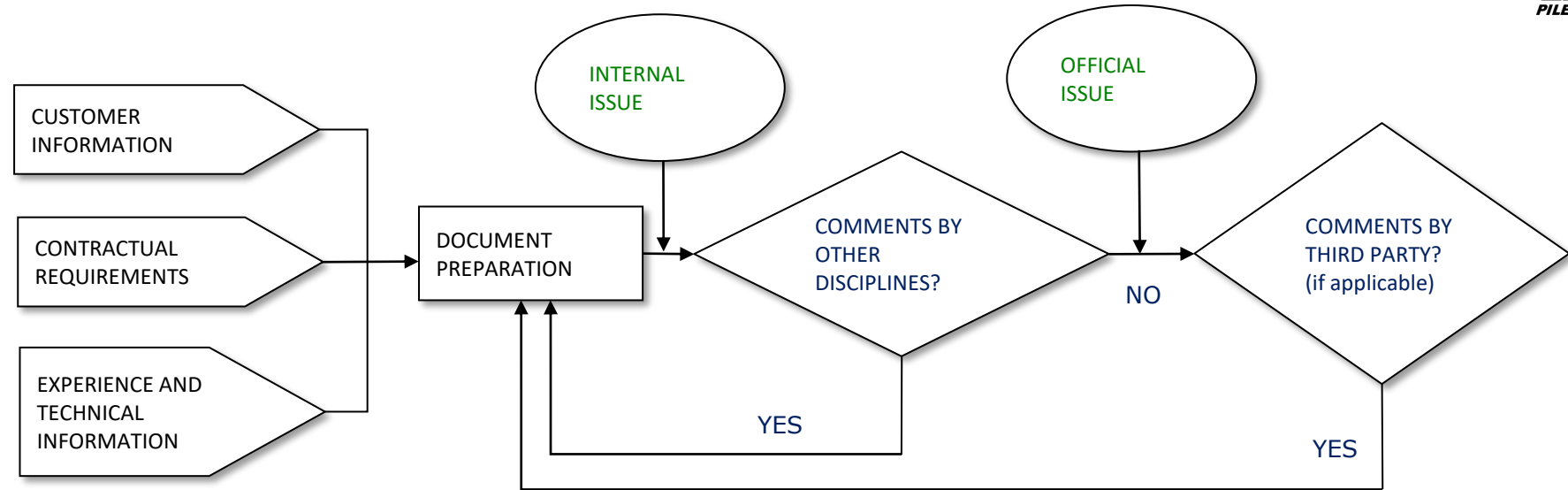


As a reference, one of the most demanding contracts in the history of the Company was the construction of the 2x400kV Jasiniec - Grudziądz Węgrowo line by the EPC formula.

Its execution took place in the years 2013-2020, and the net value of the contract was equal to 56 M €.

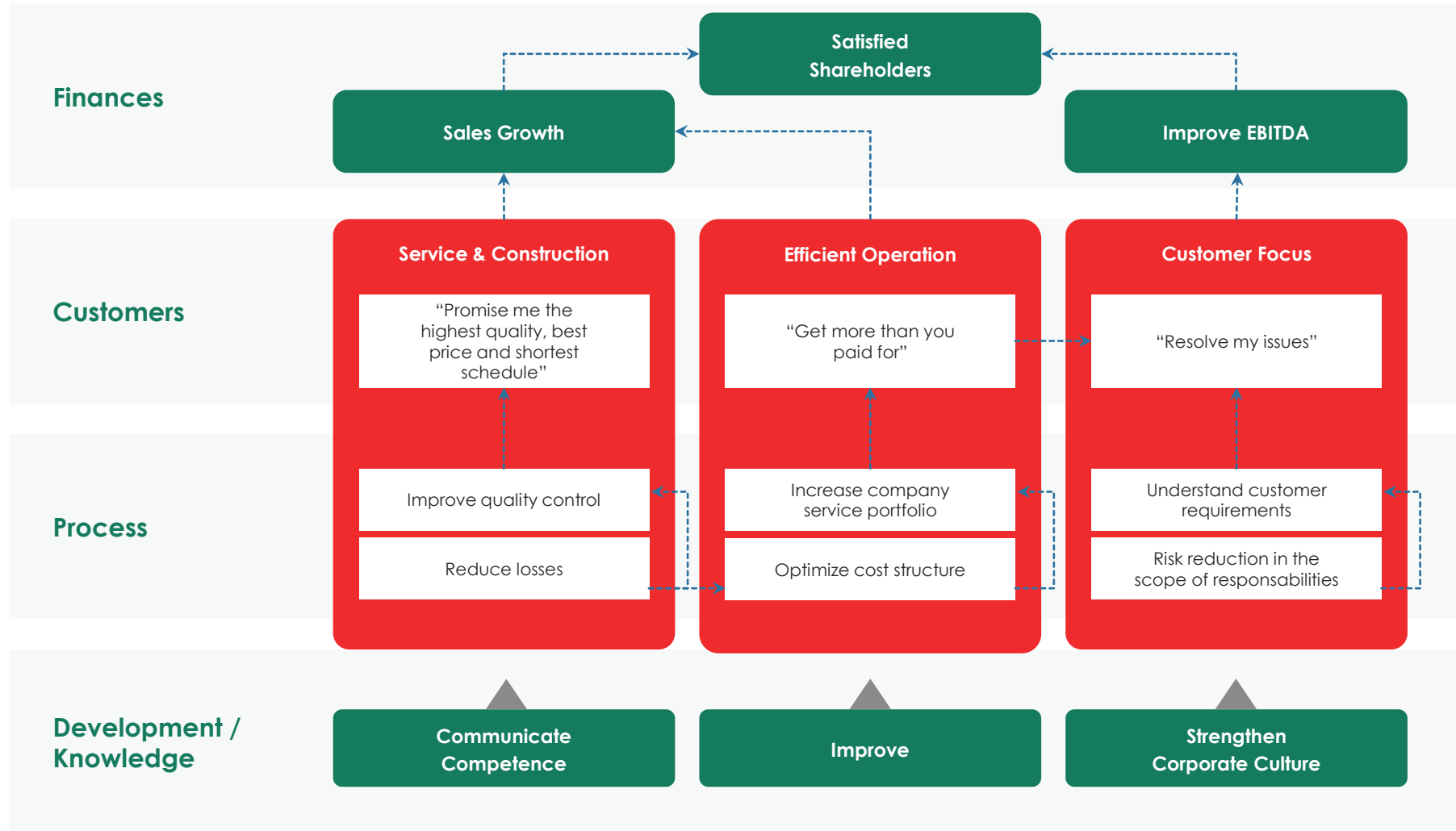
The site team included, among others, designers, legal and administrative specialists, specialists in social communication, environment and H&S protection team and engineers from all branches.

Engineering Workflow



1. Applicable to most of project stages and activities
2. Bidding, permitting and basic engineering stage
3. Calculations and specifications stage. Detailed engineering stage
4. Procurement/supplier selection stage
5. Drawing approval, fabrication, erection and commissioning

Strategy Map



Strategic goals - operational excellence and knowledge capital

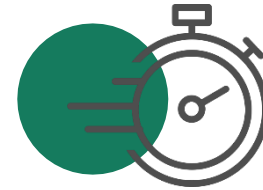


Processes and Development

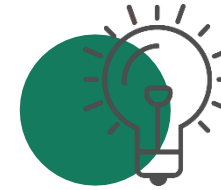


Ensuring high efficiency of EPC processes and business

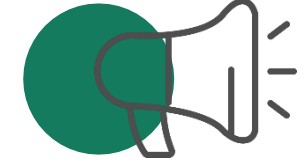
implementation of modern IT tools - standardization and automation



Effective support for technology transfer



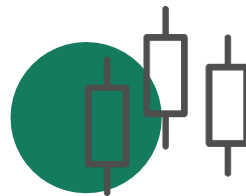
Effective management of project portfolio and human resources



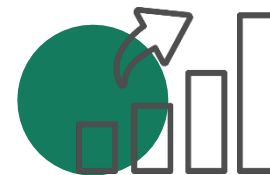
Effective cooperation and communication



Finances



Ensuring the long-term financial stability of the Company



Improvement of the results and profitability of the Company



Increase the revenues, including activities in new segments



Increasing the value of sales per employee

Strategic goals - operational excellence and knowledge capital



Clients and Markets



Organization and Resources



Territorial extension of the services provided

↳ expansion abroad
(company value chain)



Diversification of the project portfolio and expansion of the service offer

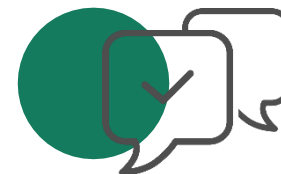


Increasing the effectiveness of commercial activities



Building a modern and innovative organization

↳ with a friendly organizational culture, open to changes and knowledge sharing



Ensuring appropriate competencies

↳ enabling expansion and achievement of business goals



Effective management system



Please visit our Web site
www.pile-elbud.pl

