



EMP 707 PERSONNEL MANAGEMENT AND DEVELOPMENT POLICY

1. Purpose of the Policy

The purpose of this Personnel Management and Development Policy is to define the core principles of human resource management at EMP 707, ensuring a professional, competent, and safety-oriented team for the implementation of electrical infrastructure and railway electrification projects.

The company's key resource is its employees, whose knowledge, experience, discipline, and responsibility form the foundation for stable and predictable work results.

2. Recruitment and Employment Principles

EMP 707 conducts recruitment based on:

- professional competence and experience.
- relevant education and certification.
- a responsible attitude towards occupational safety.
- the ability to work in complex technical and organizational environments.

The company ensures equal treatment of employees, prohibits discrimination, and promotes a fair and respectful working environment.

3. Competence, Training, and Professional Development

EMP 707 provides regular employee training and professional development, including:

- technical training in electrical infrastructure and railway sectors.
- occupational safety (HSE) training.
- training in regulatory requirements and internal procedures.
- maintenance of certifications and qualifications.

Training is organized to ensure compliance with national and international requirements, as well as the company's safety and quality standards.

4. Occupational Safety and Discipline

Occupational safety is an integral part of personnel management.

EMP 707:

- ensure a safe working environment.
- requires compliance with internal safety regulations.

- promotes a disciplined and responsible work culture.
- ensures that employees perform only tasks for which they are properly trained and authorized.

5. Management and Cooperation

EMP 707 promotes cooperation between technical specialists, project management, and administrative staff, ensuring:

- clear allocation of responsibilities.
- efficient work planning.
- quality control.
- timely decision-making.

6. Employee Engagement and Responsibility

Each employee is responsible for:

- the quality of their work.
- compliance with safety requirements.
- professional conduct on behalf of the company.

The company encourages open communication and employee involvement in process improvement.

7. Policy Implementation and Development

This Policy is binding on all EMP 707 employees. It is regularly reviewed and improved, taking into account:

- the company's development.
- changes in regulatory requirements.
- safety and quality standards.

8. Public Availability

The Personnel Management and Development Policy is publicly available on the EMP 707 website and forms an integral part of the company's sustainable operations.