VAMED

# Quality- and Environmental Policy

## Customer orientation

We guarantee our clients and partners an approach based on quality and cost efficiency from commencement to completion in all of our contractual relationships. The employment of top competent employees in all corporate processes is of highest priority. We are guided by international standards and current 'best practice' examples in order to increase the benefit to our clients.

## Employee orientation

VAMED continually strives to provide employees with the best possible working conditions throughout the duration of their employment. We respect and uphold at all times an employee's acquired rights, including during the transfer of business. We are committed to providing ongoing employee training and development and the protection of all employees health and safety through the implementation of a consistent occupational health management approach.

## Shareholder orientation

We guarantee our shareholders to always act in the best interest of the company to ensure its short and long term economic success and by taking into account the principles and mission of the VAMED Group.

## Quality and environmental orientation

VAMED is committed to continuous improvement in quality and environmental management practices in order to ensure the ongoing development of our company.

Furthermore, VAMED ensures compliance with all environmental legal obligations and the efficient use of office and associated equipment.

## Team development

Through cross-sectoral cooperation and communication, we promote a teamed based approach to resolving national and international challenges.

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(For the Management)

Vienna, May 2021