

OCCUPATIONAL SAFETY AND HEALTH POLICY of the BURY Group

The Occupational Health and Safety Policy of the BURY Group includes the necessary measures aimed at improving and ensuring safe and hygienic working conditions, taking care of the health and life of employees, and preventing work-related incidents and occupational diseases of employees. The established Health and Safety Policy is consistent with the organization's direction and strategic goals, and the Health and Safety Management System is integrated into the business processes of the organization.

Management Board Declaration

Considering the context of the organization, the needs, expectations of our employees and other interested parties, as well as health and safety risks and opportunities, we commit ourselves to:

- meet legal and other requirements regarding the safe operation of the company,
- provide employees with safe and hygienic working conditions to prevent injuries and bad health condition,
- provide appropriate personal protective clothing and safe and ergonomically designed workstations,
- ensure safe operation of machines and devices through their proper maintenance and service as well as care for security systems,
- regular assess the occupational risk, taking into account potential hazards in the workplace and making it available to each employee,
- eliminate threats and reduce occupational health and safety risks as well as risks resulting from occupational risk assessments while taking advantage of opportunities,
- create and maintain chemical handling instructions in the organization to minimize the risks associated with handling chemicals and chemical waste,
- create a contingency plan that addresses all potential hazards and identifies appropriate risk mitigation measures,
- prevent incidents, including accidents at work, occupational diseases and near misses, fires or explosions through prevention and investing in technical safety at work,
- build awareness of employees, improve qualifications and take into account the role of employees and their involvement in activities for health and safety, fire protection and health protection,
- demonstrate leadership and commitment to the occupational health and safety management system,
- continuously improve the OHS Management System and activities in the field of OHS, health protection and fire protection,
- provide adequate resources and resources to implement and maintain this policy.

The Management of the BURY Group ensures that all actions taken in the area of safety, hygiene, employee health, environmental protection and fire protection will be consulted and implemented with employees or their representatives.

March 2023

President of the Board

A handwritten signature in black ink that reads "Henryk Bury".

Henryk Bury