OCCUPATIONAL HEALTH AND SAFETY AND HEALTH PROTECTION POLICY

Chemnovatic regards human health and life as the highest value and occupational health and safety as a priority in its operations. Our aim is to provide all employees, contractors and visitors with a safe, hazard-free working environment. We strive to build a safety culture in which everyone understands their role and responsibility for their own health and the health of others.

Chemnovatic identifies climate change as a significant external factor affecting the context in which the organisation operates and working conditions. Extreme weather, temperature changes and infrastructure disruptions may affect employee safety, work organisation and operational continuity. We therefore consider climate factors in hazard identification, occupational risk assessment, and preventive and emergency planning.

Objectives of the Occupational Health and Safety and Health Protection Policy

The main objective of the Occupational Health and Safety and Health Protection Policy is to eliminate workplace accidents entirely, prevent occupational diseases, meet legal requirements and other commitments, and consider external factors affecting workplace safety, including climate change risks.

Management and Responsibilities

- **Chemnovatic Management Board** - responsible for implementing the Policy, reviewing it regularly each year, approving its objectives, and providing full support in terms of resources, technology and funding needed to maintain high safety standards,
- **Occupational Health and Safety and Environment Department** - responsible for the operational activities of the occupational health and safety service, delivering training, reporting workplace safety results and analysing occupational health and safety performance,
- **Audits and Management Systems Department** - responsible for overseeing and continually improving the occupational health and safety management system in accordance with ISO 45001:2018,
- **Department Managers** - responsible for implementing activities under this Policy within their respective areas,
- **Employee Representatives** – responsible for representing employees within the organisation in activities under this Policy.

Scope of the Policy

The Occupational Health and Safety and Health Protection Policy covers all employees, regardless of employment arrangements, workplace or organisational level. It also applies to contractors, suppliers and anyone on the premises. The Policy applies to all company operating units and locations where we conduct business.

It covers:

- Production and logistics processes,
- Product design, manufacture and distribution,
- Waste, materials and chemicals management,
- Cooperation with suppliers and contractors.

Policy Review and Update

The Occupational Health and Safety and Health Protection Policy is reviewed annually, with an analysis of:

- Results achieved against the objectives of the Occupational Health and Safety and Health Protection Policy,
- Changes in legal requirements,
- New or modified process technologies.

In exceptional circumstances, such as legislative or technological changes or serious incidents, the review is conducted immediately. Reviews aim to ensure continual improvement of the occupational health and safety management system.

Key Sustainability Issues

The Occupational Health and Safety and Health Protection Policy forms part of the wider sustainability context and focuses on:

- Ensuring employee safety, health protection and well-being, contributing to the long-term development of the community in which we operate.
- Ensuring a safe workplace by monitoring and minimising chemical, biological and ergonomic hazards,
- Social dialogue through close cooperation with employee representatives on workplace safety,
- Safety education and innovation, which are key to reducing risks associated with our activities.
- considering the potential impact of climate change on workplace safety, particularly extreme temperatures, weather events and infrastructure disruptions that may affect working conditions and employee health.

Community Engagement and Environmental Education

Chemnovatic is committed to education and raising awareness of occupational health and safety, both internally and externally. Employees regularly attend occupational health and safety training, and educational campaigns promote health and safety at work. We cooperate with external organisations to raise awareness of health hazards and ways to prevent them.

Progress Reporting

Progress towards occupational health and safety objectives is monitored continuously. Every incident, accident and preventive action is documented and analysed. At least annually, or more frequently, we publish a report on implementation of the Occupational Health and Safety and Health Protection Policy, documenting progress towards our objectives, compliance with applicable regulations and environmental protection initiatives. These reports are publicly available and demonstrate our commitment to transparency. Monitoring also includes analysis of factors that may affect workplace safety in connection with climate change.

Reporting Violations

Stakeholders, including employees, suppliers, customers and the wider community, may report any violations of this Policy by emailing ethics@chemnovatic.com or using the anonymous reporting box at Chemnovatic's headquarters.

Approved by:

Marcin Ławecki
President

Bartłomiej Gęca
Vice President

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Vice President

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