

# OCCUPATIONAL HEALTH AND SAFETY POLICY

OF GRUPA KĘTY S.A.  
CAPITAL GROUP \*



## IN ITS ASSUMPTIONS, THE POLICY OF OCCUPATIONAL HEALTH AND SAFETY REFERS TO:

**MISSION** For the future ... „ensuring Employee Development, Effective Use of Natural Resources, Safety, Environmental Protection, Long-Term Economic Value”.

**VISION** „A world-class company in the areas of its activities”.

**VALUES** Our values are moral standards, ethics and business culture, innovative solutions and social responsibility reflecting the way Grupa Kęty S.A. Capital Group operates.

The essence of the policy is based on common standards and norms of conduct for all Group companies in the field of occupational health and safety in the business activities of the Group companies and the broad supply chain. Occupational health and safety policy is one of the essential elements of company management. Given the awareness of the importance of these issues, the management of Grupa Kęty S.A. Capital Group attaches occupational safety and health protection a proper rank.

## UNDER THE OCCUPATIONAL HEALTH AND SAFETY POLICY, WE DECLARE:

- providing all employees with safe, hygienic and healthy working conditions;
- preventing accidents at work and occupational diseases among employees and subcontractors;
- compliance with legal and other health and safety requirements that relate to the organisation;
- consulting and active participation of employees or their representatives in activities related to occupational health and safety;
- developing goals and programmes to improve occupational safety with simultaneous monitoring of their implementation;
- continuous improvement and increasing the effectiveness of the occupational health and safety management system;
- eliminating threats, assessing and documenting risks related to the company's operations;
- management of processes in a way that continuously reduces the risks that occur in them.

Our ambition is to achieve zero accident rates in the field of severe and fatal accidents and to create a safe work environment.

As part of the 2021-2025 strategy, we want to measure the effectiveness of our activities: The TRIR indicator (Total Recordable Incident Rate, i.e. the number of accidents per 100 full-time workers during a year) - we strive to achieve the result below 1.

The policy is coherent and binding for all entities within Grupa Kęty S.A. Capital Group. All employees are aware that meeting the occupational health and safety requirements contained in the OHS Management System documents is a guarantee of the company's position in the country and abroad.

The Management Board of Grupa Kęty S.A. provides the necessary resources to implement the Occupational Health and Safety Policy and confirms that it is known to all people working in Grupa Kęty S.A. Capital Group and is available to subcontractors, customers and other interested parties.

### \*GRUPA KĘTY S.A. CAPITAL GROUP – GRUPA KĘTY S.A. - AND ALL SUBSIDIARIES

Dariusz Mańko

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President of the  
Management Board  
of Grupa Kęty S.A.



Member of the  
Management Board  
of Grupa Kęty S.A.



Member of the  
Management Board  
of Grupa Kęty S.A.



Member of the Management  
Board of Grupa Kęty S.A.  
President of the Management  
Board of Aluprof S.A.



President of the  
Management Board  
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