

OHS AND ENVIRONMENTAL PROTECTION POLICY

(Edition I)

The Company's primary goal is to conduct profitable business activity, while maintaining the maximum degree of protection of the health and life of our Employees and Guests, the Company's property, and the natural environment.

We undertake to follow legal requirements and other regulations in the area of OHS and environmental protection concerning the business activity we perform, and to continuously improve operations in both of the aforementioned fields.

We intend to achieve these goals through:

- Hiring appropriate employees and continuously raising their professional qualifications and knowledge in the area of labor law, OHS regulations and environmental protection
- Communicating the OHS and environmental protection policy on all organizational levels
- Considering the issues OHS and environmental protection at every stage of management
- Identification of work safety hazards and environmental aspects occurring at the Company
- Conducting work environment studies and providing employees with the results
- Conducting employee occupational hazard assessments and studying their results
- Providing employees with appropriate means of protection and work clothing,
- Applying occupational prevention and continuously striving to improve employee and environmental protection
- Preventing occupational diseases, work related accidents, and environmental emergencies
- Minimizing the consumption of resources and materials, as well as utilities and electric power in production
- Rational waste management taking into account segregation and re-use
- Eliminating or limiting the use of particularly hazardous substances
- Minimizing the amount of dust and gas pollution released into the air
- Applying appropriate measures to reduce the employees' exposure to noise
- Modernizing equipment, perfecting existing technologies and implementing new ones
- Promoting safe methods of performing work, as well as environment-friendly behaviors
- Raising the awareness of employees that the safety of others also depends on their caution
- Applying employee ideas concerning improvements to OHS and environmental protection
- Eliminating or minimizing threats to human health and life, as well as the natural environment
- Conducting emergency situation simulations
- Making employees aware of the impact of ensuring workplace safety, fire safety, health and environment protection on the Company's competitiveness

The Company ensures appropriate measures necessary to carry out the above Policy and shall create conditions to make sure that OHS and environmental protection issues are treated with full seriousness by all Company employees. The Company obliges its Management Staff and all Company Employees to realize this Policy within a scope appropriate to the position held.

Management President



Grzegorz Meller