



# HEALTH AND SAFETY MANAGEMENT POLICY

## ISO 45001:2024

Ensuring the safety of employees and all persons present on the premises of Fabryka Armatur "Swarzędz" Sp. z o.o. is the primary objective of company's Management Board.

The Company's Management Board takes into account the specific nature of the industry in its Health and Safety Policy, including the manufacture of industrial fittings involving mechanical and assembly processes, warehousing and internal transport. We analyse market conditions, legal requirements, the needs of employees, suppliers, customers and the local community.

We continually strive to monitor advances in science and technology that support the conduct of business activities in a manner that minimises negative impacts on human health and life.

We recognise that our commitment to creating and maintaining safe working conditions has a critical impact on the well-being of our employees, their families, our customers and other interested parties. The Management Board ensures the implementation and integration of the health and safety system into the plant's production and logistics processes. It secures the necessary resources — finances, personnel, protective equipment — and promotes a culture in which reporting hazards is a daily practice available to everyone concerned.

We also work with our suppliers and business partners in order to jointly promote and implement the highest health and safety standards in their organizations.

We are committed to taking actions that minimise and eliminate any negative impacts of our activities on the health and lives of our employees, customers and other interested parties.

We recognise that employee involvement is a key element in the effective implementation, maintenance and continuous improvement of the Health and Safety Management System. Therefore, we ensure appropriate communication mechanisms and enable employee participation in decision-making processes regarding health and safety.

We ensure consultation and employee participation through:

- on-site health and safety groups - composed of employee representatives, health and safety services and management. Meetings are held on a regular basis (at least one per quarter) and are aimed at discussing current health and safety issues, reviewing potentially hazardous events, assessing risks and planning corrective actions,
- hazard and concern reporting channels, through which employees can report hazards, incidents and improvement proposals using:

- health and safety reporting boxes located on the company premises,
- paper forms,
- electronic systems.

- employee participation in internal audits and reviews of corrective actions - employee representatives are involved in incident reviews, root cause analysis of non-conformities, and in assessing the effectiveness of implemented preventive and corrective measures.

In order to ensure safe working conditions, we have designed and implemented a Health and Safety Management System in accordance with ISO 45001:2018, which constitutes the foundation of our health and safety activities.

The Health and Safety Policy is transparent, understandable and accessible to employees, contractors and other interested parties. As part of our health and safety management policy, we commit to:

- ensuring compliance with applicable legal requirements relating to health and safety,
- providing employees with the necessary personal and collective protective equipment in order to guarantee safe working conditions,
- using only machinery and equipment that meet safety standards, thereby minimising the risk of accidents,
- systematically identifying hazards and potentially hazardous situations and informing employees thereof in order to increase their awareness and readiness to act,
- conducting workplace environment studies and making their results available to employees,
- identifying occupational risks in the workplace and familiarizing employees with them,
- carrying out emergency situation simulations,
- taking actions aimed at preventing accidents and correcting any health and safety irregularities,
- investing in regular training and development of our employees' skills in the field of health and safety,
- continuously improving working conditions through the systematic improvement of our health and safety processes and procedures,
- spreading employee awareness of the importance of complying with health and safety regulations for the protection of their health and life. We engage them in consultations and cooperation in improving workplace safety,
- encouraging employees to actively participate in improving health and safety conditions, in accordance with applicable regulations and best practices.

The effectiveness of the implemented health and safety management system is assessed through:

- systematically identifying and eliminating potentially hazardous situations,
- maintaining statistics on the number of days without workplace accidents and the number of accident-related incidents,
- maintaining detailed statistics related to potentially hazardous events,
- monitoring health-hazardous factors present at the workplace,
- regular analysis of health and safety documentation in order to identify areas for

- improvement,
- conducting internal audits and management reviews at least once per year,
- analysing the causes of non-conformities and implementing corrective actions.

The Health and Safety Management Policy has been approved by the Company's Management Board and is communicated to all employees and interested parties. The Management Board commits to providing the resources necessary to implementation, operation and maintenance of the Health and Safety Policy and Management System.

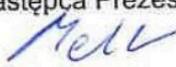
In order to ensure health and safety at work within the organization, we have implemented and guarantee the maintenance and improvement of the Health and Safety Management System in accordance with the PN-EN ISO 45001:2024 standard.

We oblige the Management Board and all employees of the Company to implement this Policy to an extent appropriate to their respective roles and positions:

- Management Board - oversees implementation of the policy and sets strategic priorities.
- Managers - implement health and safety procedures within operational processes, monitor compliance with health and safety regulations, initiate and conduct training activities.
- Safety and Sustainable Development Employee - coordinates risk identification processes, audits, training, and reporting.
- All employees - monitor their own workstations, report irregularities and participate in activities aimed at improving workplace safety.

The Management Board

Rabowice, 15.07.2025

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