

HEALTH AND SAFETY POLICY

Aware of its responsibility for the health and safety of its employees and others who may be affected by the organizations' activities, and in view of the fact that the fundamental principle of occupational health and safety is the prevention of work-related injuries and ill-health and the provision of safe and hygienic working conditions and activities, Nordes Sp. z o.o. specifically undertakes to:

- ensure that the requirements of the health and safety management system are integrated into business processes so that the system achieves its intended results,
- ensure the availability of the resources needed for the health and safety management system,
- effective processes for identifying hazards, controlling risks and exploiting opportunities,
- ensure effective communication, consultation and participation of workers and their representatives and protect workers from reprisals for reporting incidents, hazards, risks and opportunities,
- support the establishment and operation of health and safety committees.

We fulfil the above obligations by:

- complying with legal and other requirements applicable to the activities of Nordes Sp. z o.o.,
- improving the implemented occupational health and safety management system through continuous evaluation of activities and monitoring of the system,
- to raise the awareness of employees in the field of occupational safety and health.

Employees at all levels of the Company's management are actively involved in achieving the objectives of occupational health and safety and in monitoring the degree of their achievement.

The quality policy provides a framework for setting health and safety objectives. It is consistent with the company's direction and is appropriate to the organization's purpose and context, including the nature and extent of the environmental impacts of its activities, products and services.

This policy is known and available to all employees and stakeholders of the company.

Date of approval: 01.07.2024.

President of the Management Board, Chief Executive Officer: Michał Łuckiewicz.