

OCCUPATIONAL HEALTH AND SAFETY POLICY

Zakłady Metalowe „POSTĘP” S.A



29 January 2026

Zakłady Metalowe „POSTĘP” S.A. recognises occupational health and safety as one of the fundamental elements of responsible organisational management and conducting business in accordance with the principles of sustainable development and social responsibility.

The Company is committed to providing safe and healthy working conditions for all employees and persons performing work on the Company’s premises, including employees of external companies, subcontractors, contractors, customers and visitors, to an extent appropriate to the nature of their presence and the activities performed.

The purpose of this Occupational Health and Safety Policy is to define the Company’s fundamental principles, commitments and directions of action in the area of protecting life and health, preventing workplace accidents, reducing occupational risk, building a safety culture and continuously improving the occupational health and safety management system.

1. General Principles

Zakłady Metalowe „POSTĘP” S.A. conducts its business in compliance with applicable laws, occupational health and safety requirements, internal regulations, fire safety rules and adopted standards of responsible management.

Occupational health and safety is one of the key elements of the Company’s responsible operations. The Company is committed to providing safe and healthy working conditions, protecting the health and lives of employees and continuously improving its occupational health and safety activities.

The implementation of this Policy is based on hazard prevention, reduction of occupational risk, raising employee awareness, compliance with legal requirements and building a culture of safety and responsibility at all levels of the organisation.

2. Scope

This Policy applies to all employees of Zakłady Metalowe „POSTĘP” S.A., regardless of their position or the type of work performed.

Where appropriate, the provisions of this Policy also apply to:

- a) employees of external companies,
- b) subcontractors,
- c) contractors,
- d) customers and visitors present on the Company’s premises,
- e) persons performing work for the Company under other forms of cooperation.

Every person present on the Company’s premises is required to comply with occupational health and safety rules, fire safety regulations, safety signs, internal instructions and the instructions of persons responsible for safety supervision.

3. Main Occupational Health and Safety Commitments of the Company

Zakłady Metalowe „POSTĘP” S.A. is committed to taking measures aimed at protecting the health and lives of employees and reducing the adverse effects of hazards occurring in the working environment.

In particular, the Company is committed to:

1. conducting occupational risk assessments for individual workplaces and job positions,
2. identifying hazardous, harmful and burdensome factors occurring in the working environment,

3. taking measures to reduce occupational risk to an acceptable level,
4. providing employees with personal protective equipment where required for a particular job position,
5. providing appropriate workplace instructions, procedures and rules for the safe performance of work,
6. organising initial, job-specific and periodic occupational health and safety training,
7. informing employees about hazards associated with the work performed,
8. ensuring appropriate supervision of particularly hazardous work,
9. analysing workplace accidents and near-miss incidents,
10. taking corrective and preventive actions when non-conformities or hazards are identified,
11. maintaining machinery, equipment, installations and infrastructure in a condition that ensures their safe use,
12. promoting the reporting of hazards, irregularities and suggestions for occupational health and safety improvements.

4. Occupational Risk Assessment and Hazard Prevention

The Company carries out activities aimed at identifying hazards and assessing occupational risks associated with the work performed.

The Company aims to eliminate hazards at their source and, where this is not possible, to minimise their impact through appropriate technical, organisational and procedural measures as well as personal protective equipment.

5. Training, Awareness and Safety Culture

Zakłady Metalowe „POSTĘP” S.A. recognises employee training and awareness as the foundation of an effective occupational health and safety system.

The Company provides employees with the required occupational health and safety training, including initial training, workplace instruction and periodic training, in accordance with applicable laws and internal rules.

The purpose of training and awareness activities is to:

- a) familiarise employees with safe working practices,
- b) increase awareness of hazards occurring at workplaces,
- c) develop responsible attitudes towards safety,
- d) promote appropriate responses to hazardous situations,
- e) reduce the number of accidents, near-miss incidents and risky behaviours,
- f) strengthen employee involvement in improving working conditions.

Employees are required to actively participate in occupational health and safety training, apply the knowledge gained in their daily work and comply with the safety rules applicable within the Company.

6. Reporting Hazards, Accidents and Near-Miss Incidents

Every employee and every person performing work on the Company's premises is required to immediately report any identified hazards, irregularities, workplace accidents, near-miss incidents and situations that may affect the safety of people, property or the working environment.

Reports may concern in particular:

- a) unsafe working conditions,
- b) malfunctioning machinery, equipment or installations,
- c) lack of or improper use of personal protective equipment,
- d) failure to comply with occupational health and safety instructions and procedures,
- e) near-miss incidents,
- f) workplace accidents,
- g) fire hazards,
- h) behaviours that may pose a risk to health or life.

The Company analyses reported hazards and incidents and takes actions appropriate to their nature, including corrective, preventive and improvement measures.

7. Workplace Accidents and Follow-Up Actions

In the event of a workplace accident, the Company takes action in accordance with applicable laws and internal procedures.

The Company considers the analysis of workplace accidents and near-miss incidents to be an important tool for improving the occupational health and safety system and reducing risk within the organisation.

8. Safety of Subcontractors, Contractors, Customers and Visitors

Zakłady Metalowe „POSTEP” S.A. requires subcontractors, contractors and other persons performing work on the Company's premises to comply with applicable occupational health and safety rules, fire safety regulations, internal instructions and the instructions of persons responsible for safety supervision.

Before commencing work on the Company's premises, external personnel should be familiarised with the safety rules applicable to the scope of work performed and the areas in which they will be present.

Subcontractors and contractors are required to:

- a) perform work in accordance with applicable laws and occupational health and safety rules,
- b) use the required personal protective equipment,
- c) comply with instructions and procedures applicable on the Company's premises,
- d) report hazards, accidents and near-miss incidents,
- e) prevent persons without the required qualifications, training or protective equipment from performing work,
- f) cooperate with persons responsible for safety supervision.

Customers and visitors present on the Company's premises are required to comply with the safety rules communicated to them and to move only within designated areas or when accompanied by authorised Company employees.

9. Responsibility for Policy Implementation

The Management Board of Zakłady Metalowe „POSTĘP” S.A. is responsible for establishing, approving and supervising the implementation of this Occupational Health and Safety Policy.

Management and persons supervising employees are responsible for:

- a) organising work in a safe manner,
- b) supervising compliance with occupational health and safety rules,
- c) responding to reported hazards and irregularities,
- d) providing employees with the information, instructions and resources necessary to perform work safely,
- e) promoting a safety culture,
- f) supporting occupational health and safety improvement activities.

Employees are responsible for:

- a) complying with occupational health and safety laws and rules,
- b) using personal protective equipment as intended,
- c) performing work in a manner that does not endanger themselves or others,
- d) reporting hazards, accidents and near-miss incidents,
- e) participating in required occupational health and safety training,
- f) maintaining order and safety at their workplace.

Persons responsible for occupational health and safety support the organisation in the areas of supervision, advisory activities, inspections, incident analysis, risk assessment and initiating improvement actions.

10. Qualitative and Quantitative Objectives

Zakłady Metalowe „POSTĘP” S.A. establishes qualitative and quantitative occupational health and safety objectives aimed at protecting the health and lives of employees and continuously improving working conditions.

Qualitative objectives include building a safety culture, increasing employee awareness of hazards, promoting the reporting of irregularities and reducing occupational risks through organisational, technical and training measures.

Quantitative objectives include in particular:

- completion of 100% of required occupational health and safety training within the applicable deadlines,
- analysis of 100% of reported workplace accidents and near-miss incidents,
- conducting reviews of working conditions at least once a year,
- implementation of corrective actions in relation to all significant occupational health and safety hazards.

11. Monitoring and Continuous Improvement

Zakłady Metalowe „POSTĘP” S.A. monitors occupational health and safety activities and undertakes improvement actions aimed at improving working conditions and reducing occupational risk.

Monitoring may include in particular:

- a) analysis of workplace accidents,
- b) analysis of near-miss incidents,
- c) analysis of reported hazards and irregularities,
- d) occupational risk assessment results,
- e) implementation of occupational health and safety training,
- f) results of workplace inspections and reviews,
- g) condition of machinery, equipment, infrastructure and safety measures,
- h) effectiveness of corrective and preventive actions.

Occupational health and safety performance may be discussed during management reviews, management meetings or other appropriate forms of organisational performance assessment.

Achievement of occupational health and safety objectives is monitored annually on the basis of established KPI indicators, occupational health and safety registers, accident analyses, near-miss reports, inspection results and corrective actions.

Detailed data, indicators, monitoring results and the status of improvement activities are documented in separate registers, reports and summaries maintained by persons responsible for the occupational health and safety area.

The Company is committed to the continuous improvement of its occupational health and safety management system in accordance with the nature of its operations, analysis results, legal requirements, stakeholder expectations and the Company's organisational and technical capabilities.

12. Communication and Awareness

Zakłady Metalowe „POSTĘP” S.A. aims to ensure effective communication in the area of occupational health and safety.

Occupational health and safety communication may include in particular:

- a) training and instruction,
- b) workplace instructions and procedures,
- c) internal communications,
- d) workplace safety signage,
- e) employee meetings,
- f) information provided to subcontractors, contractors, customers and visitors,
- g) consultation with employees or their representatives.

The Company promotes open communication regarding safety and encourages employees to report hazards, propose improvements and actively participate in building a safe working environment.

13. Final Provisions

This Occupational Health and Safety Policy applies to all employees of Zakłady Metalowe „POSTĘP” S.A. and, where appropriate, to persons performing work or present on the Company's premises.

The Policy is subject to periodic review and may be updated in the event of changes in applicable laws, organisational changes, technological changes, occupational risk assessment results, accident and near-miss analysis results, customer requirements or where improvement of the occupational health and safety management system is required.

The Management Board of Zakłady Metalowe „POSTĘP” S.A. declares its full commitment to the implementation of this Policy and ensures that it is communicated, understood, implemented and applied at the appropriate levels of the organisation.

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