

Occupational Health and Safety Policy

Prioritising the health and safety of our Employees, the Management Board of Trefl S.A. is committed to implementing, maintaining and continuously improving the Occupational Health and Safety procedures (standards) by:

- Continuously improving and effectively overseeing the Company's occupational health and safety regulations and legal requirements,
- constantly enhancing organisational structure and developing technical infrastructure and resources,
- continuously improving best management practices in the area of occupational health and safety, including the optimisation of our own health and safety improvement plans and schemes.

The Management Board is committed to and achieves its goals by:

- systematically raising the safety level of staff and stakeholders,
- monitoring, measuring, analysing and improving ongoing occupational health and safety activities,
- ensuring appropriate financial, technological, technical and organisational resources necessary for the implementation of the Occupational Health and Safety Policy objectives,
- complying with applicable legal and industry-specific occupational health and safety regulations,
- engaging in broad dialogue and consultations with Employees and all stakeholders regarding the organisation's activities related to comprehensive safety,
- considering legal requirements related to occupational health and safety in the production process,
- continuously identifying hazards that impact employee health and safety and having appropriate procedures in place for responding to emergencies, failures and occupational diseases,
- continuously raising awareness, communication and skills among Employees and increasing their involvement in occupational health and safety principles and requirements,
- eliminating hazards and effectively managing occupational health and safety risks through training and information about potential threats and corrective measures,
- supporting, acting on and actively implementing the provisions of the Company's Occupational Health and Safety Commission,
- placing, due to the specific nature of the organisation's activities, particular focus on managing the key occupational health and safety risks associated with internal transport, including the operation of industrial trucks.

This policy is communicated, known and understood by the Company's Employees and made available to stakeholders.

We are aware of our commitments. We believe that the continuous improvement of our occupational health and safety processes, regular review and update of the Occupational Health and Safety Policy and the complete engagement of all Employees will allow us to achieve the goals outlined above, in line with the expectations of our Clients and the Company's internal occupational health and safety standards.

President of the Management Board

**PRESIDENT
OF THE MANAGEMENT BOARD**

Kazimierz Wierzbicki