

**STEINPOL**  
CENTRAL SERVICES

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# WORK SAFETY POLICY

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Steinpole Central Services Sp. z o.o. considers the health and safety of its employees, contractors, subcontractors, and all individuals working under its supervision or present on its premises to be a fundamental priority in all operational activities and decision-making processes.

While conducting its operations, the company strives to implement effective safety methods and procedures, enhance existing standards and practices and introduce new occupational health and safety solutions aligned with the specific risks inherent to its operational scope. Through the identification and elimination of hazards, risk mitigation, and the promotion of employee awareness, the company aims to foster a healthy, safe, and positive working environment.

Steinpole Central Services Sp. z o.o. fulfils its responsibilities and strives to achieve its objectives and aspirations in occupational health and safety across the following areas:

## **Compliance with legal requirements**

- compliance with national legislation and adherence to the recommendations of the International Labour Organization regarding occupational health and safety;
- ensuring the effective implementation of applicable legal requirements, other relevant obligations and internal OHS guidelines;
- cooperating with the National Labour Inspectorate, supervisory authorities and other relevant institutions in matters related to OHS;
- maintaining open and effective communication with local authorities, communities, customers, suppliers and other stakeholders in our business, regarding safe working conditions and processes that impact the company's operational environment.

## **Ensuring adequate resources**

- planning investments and implementing new technologies in operational processes while adhering to the highest safety standards and norms;
- allocating appropriate resources for the ergonomic design of workstations and equipping them with tools that minimise risks to employee health and safety;
- providing employees with effective, task-specific personal protective equipment tailored to their workstations;
- taking all necessary measures to prevent workplace accidents and occupational diseases;
- organising an effective rapid response system that enables immediate first aid and swift action in crisis, hazardous and especially health- or life-threatening situations to ensure the protection and safety of personnel and workplaces.

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## Responsible conduct

- enhancing employees' qualifications and awareness to ensure safe work practices and to foster a strong sense of responsibility for safety issues in the workplace;
- engaging management in the active and responsible organisation and development of work safety practices;
- conducting regular preventive medical examinations to monitor employee health in relation to job requirements, alongside organising health programs that encourage staff to motivate the staff to actively monitor their health and lead a healthy lifestyle;
- providing opportunities for employees with health limitations and disabilities to work in safe conditions.

## Continuous improvement process

- establishing an OHS service and acknowledging its vital role in maintaining a safe and healthy work environment;
- conducting risk analyses to identify potential hazards and establish preventive measures to avoid their occurrence;
- encouraging employees to pro-actively identify potential hazards to enable their swift elimination;
- involving staff representatives, employers and occupational health physicians in the ongoing review of working conditions and periodic assessment of occupational health and safety;
- conducting regular reviews of the implementation of OHS objectives and responsibilities, and reporting the results to the management board.

Through our efforts in this area, we aim to integrate work safety into all key company processes, thereby collectively contributing to sustainable economic activity within a safe working environment that protects the health of all participants.

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CEO

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Rzepin, 30.06.2025 r.