

## HEALTH AND SAFETY POLICY

ConverterTec OEM (ConverterTec Poland Sp. z o.o.) is committed to the continuous improvement of its health, safety, and hygiene practices. Every employee is responsible for adhering to this Policy, particularly by following the standards set forth within it.

Sustainable development and combating climate change are a strategic priority and a general commitment that must be taken into account in all activities and actions carried out at ConverterTec OEM (ConverterTec Poland Sp. z o.o.).

### General principles.

We create a safe and secure work environment through access control, implemented security systems, action planning, training, ensuring safe work-related travel, and required reporting. We are committed to meeting legal requirements and those adopted within the organization based on our policy. Safety principles apply to all employees and third parties present or performing their duties at our company, including suppliers, temporary workers, contractors, guests, and all other employees outside of ConverterTec OEM (ConverterTec Poland Sp. z o.o.).

### Methods of operation.

- We assess hazards, risks, and impacts related to health and safety in our operational activities. We identify methods to eliminate and/or control these hazards.
- We provide a safe and healthy work environment for our employees and external partners working on our behalf.
- Our employees are our most important asset, so we actively listen to their opinions and provide opportunities for participation in the behavioural program (SEVEN).
- We measure our health and safety performance and require management to set goals for continuous improvement.

### Safety of manufacturing processes.

We establish and adhere to minimum safety requirements for the use of machinery and equipment, and transport devices. We control energy use and provide appropriate personal protective equipment.

### Emergency preparedness.

We establish minimum and adequate requirements for preparedness, response, and communication in the event of emergencies that may pose health and safety risks, cause disruptions to organizational activities, or require evacuation.

### Work environment.

We identify areas where risk factors exist, including ergonomic risk factors. We take actions to eliminate them. We use ergonomics in the optimization process to minimize risk factors for all employees, eliminate additional effort and unnecessary movement, and maximize productivity and efficiency.

*Managing Director/ President of the Board*

*Renata Dębecka – Pisarek*

Date	Revision	Approved:
04.02.2025	2.1	Renata Dębecka - Pisarek