

# HEALTH AND SAFETY POLICY

**One of the priority goals of GRINEA Ltd. is to protect the life and health of employees.**

**We are interested in taking systematic actions to improve the health and safety at work in the Company.**

**We will achieve this by implementing the recommendations of ISO 45001: 2018, in particular by:**

- **recognizing occupational health and safety as an integral part of the Company's operations,**
- **by locating occupational safety management with an appropriately high rank at the highest management level,**
- **striving to achieve the highest possible level of occupational health and safety, at least the minimum, and to meet legal obligations,**
- **conducting effective improvement activities,**
- **providing adequate resources, resources and working conditions to achieve health and safety policy objectives,**
- **preventing occupational accidents, injuries and ill health,**
- **providing impartial and objective information on occupational health and safety and by consulting employees,**
- **introducing and ensuring that the facility-wide occupational health and safety management system is understood and operated,**
- **observing, assessing and eliminating hazards, we reduce the risk of individual workstations,**
- **conducting periodic reviews and audits resulting from the implementation of the security policy and occupational hygiene,**
- **organizing training sessions aimed at familiarizing employees with the principles of safe work and making them aware of their responsibility for their own safety and that of their colleagues,**

**Our policy of occupational health and safety is the obligation of the entire staff to constantly verify activities related to the improvement of occupational safety and health in the Company.**

**I am personally responsible for defining the occupational health and safety policy, its implementation and verification.**

**President of the Management Board**



**Marcin Pasternak**

**Rzeszów, October 2022**