

Health and Safety Policy – Komtur Group CEE

1. Objective and Purpose

Komtur Polska Sp. z o.o. and its affiliates ("Komtur" or "We") are committed to fostering and maintaining a corporate culture that ensures the utmost compliance with all applicable laws and standards. The health and safety of our employees and visitors are of the highest priority for Komtur. This policy aims to take all necessary measures to prevent workplace accidents and minimize health risks. We are committed to ensuring a safe and healthy working environment that meets legal requirements and standards.

2. Scope

This policy applies to all offices and facilities of Komtur Polska Sp.z o.o. and its CEE affiliates.

3. Responsibilities

Komtur bears the primary responsibility for complying with all occupational health and safety regulations. This includes delegating managerial responsibilities to appropriate leaders and monitoring their implementation.

Managers implement their assigned responsibilities, ensuring compliance with safety regulations within their areas of responsibility and actively promoting safety awareness among their teams. All employees are required to adhere to the established safety measures and properly use the provided personal protective equipment. Hazards or safety-related incidents must be reported immediately. A workplace safety officer is appointed to support the implementation of measures and actively promote a safe working environment. The officer is available to employees for questions and concerns regarding occupational safety.

4. Consultations

Komtur conducts regular consultations with employees regarding occupational health and safety.

5. Risk Assessment

Regular risk assessments are conducted to identify workplace hazards and implement appropriate protective measures. Special attention is given to critical hazards, such as handling hazardous substances (e.g., cytostatics). All identified risks are documented and addressed in order of priority.

6. First Aid

Comprehensive first aid is ensured:

- A sufficient number of trained first responders, in compliance with legal requirements, are appointed and undergo refresher training every two years.
- First aid kits are strategically placed, easily accessible, and regularly checked and replenished.
- All employees have access to an emergency plan that clearly outlines the steps to take in case of an emergency.
- Emergency phone numbers are prominently displayed on all phones.

6. Fire Protection

Fire protection is ensured through the following measures:

- Adequate fire extinguishers are available, easily accessible, and clearly marked.
- Automatic fire alarm systems and extinguishing systems are installed in the warehouse.
- Training on the practical use of fire extinguishers and the appointment of fire protection officers is prioritised.



- Escape and rescue routes are well-marked, always accessible, and regularly inspected.

7. Personal Protective Equipment (PPE)

Personal protective equipment is provided according to work requirements, including safety shoes, gloves, and face masks. PPE is regularly checked for suitability and comfort. Employees are trained in the practical use of PPE to ensure safe handling.

8. Accident Prevention and Management

Accident statistics are maintained and regularly analysed to identify risk hotspots. Based on the analyses, preventative measures are developed and implemented. An accident reporting system is established to systematically document and analyse incidents.

9. Training

The training needs of employees are regularly assessed. A comprehensive training plan is developed, covering the following topics:

- Safety orientations for new employees.
- Specific training, such as handling hazardous substances.
- Refresher training on general safety regulations.

10. Monitoring and Inspections

All facilities and equipment requiring inspection and monitoring are regularly checked. The involvement of the occupational safety officer in the planning and acquisition of new facilities or equipment is ensured.

11. Emergency Management

A comprehensive emergency plan outlines procedures for various hazardous situations, such as accidents, fires, or chemical incidents. All employees are informed about the plan and are regularly trained to act quickly and safely in emergencies.

12. Action and Priority Plan

Based on findings from accident statistics and risk assessments, an action and priority plan is created. This plan specifies the most urgent protective measures and includes a timeline for implementation.

13. Improvement of the management system.

We are committed to the continuous improvement of the Company's Occupational Health and Safety Management System, based on the PN EN ISO 45001:2024 standard.

14. Regular Review

This policy is regularly reviewed and updated as needed to ensure compliance with current legal requirements and operational conditions.

Approved by

Date

Signature

Paweł Woźniak
Regional Director CEE

15.01.2025



Komtur Polska Sp. z o.o.

Plac Farmacji 1, 02-699 Warszawa
NIP: 5222749770, REGON: 015805870
KRS: 0000221399