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Appendix E:
HEALTH AND SAFETY POLICY STATEMENT

In accordance with its duty of the Health and Safety at Work national acts and requirements, and in fulfilling its obligations to employees, visitors, neighbors', contractors and the general public who may be affected by its activities, the company has produced the following statement of policy in respect of health, safety and welfare concerns.

It is the aim of the General Manager, so far as reasonably practicable, to ensure that:

- The working environment of all employees is safe and without risks to health and that adequate provisions are made about the facilities and arrangements for first aid and welfare at work.
- The provision and maintenance of plant and systems of work that are assessed to ensure they are safe and without undue risk to health.
- Persons who are not in our employ, who may be affected by our activities, are not unduly exposed to risks to their health and safety.
- Information, instruction, training and supervision are provided, as necessary, to secure the health and safety at work of all employees.
- Arrangements for the use, handling, storage and transportation of articles and substances for use at work that are safe and without undue risk to health.
- Adequate information is available with respect to articles and substances used at work, dealing with the conditions and precautions necessary to ensure that, when properly used, they present no undue risks to health or safety.

There is suitable provision for the safe access and egress to and from all working areas.

The General Manager has a responsibility for the implementation of this Health and safety policy, arrangements and associated procedures.

Employees are reminded of the legal requirement to comply with the company's Policy, arrangements and associated procedures.

In particular, they are required:

- To take reasonable care for their own health and safety at work and of those who may be affected by their acts or omissions.
- To co-operate with their employer to ensure that they comply with any duty or requirement for health and safety, imposed upon their employer by law, and contained in this statement or the company's policy, arrangements or associated procedures.
- Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety or welfare.

Warsaw, 04.09.2026

Wojciech Kwiatek
Country Director Poland

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