



HEALTH AND SAFETY POLICY

At Intrograf-Lublin S.A. we promote safety, well-being and healthy lifestyle of all employees. We commit to comply with and set higher standards for ourselves in relation to applicable regulations.

We implement our Policy through:

Management commitment

The Management's full commitment to implementing the established goals allows us to strive to ensure safe and hygienic working conditions while preventing work-related injuries. Taking into account the size and context of the Company, as well as the specific health and safety risks and opportunities, we provide appropriate resources and means to implement this Policy.

Ensuring competencies

We employ qualified and experienced staff who systematically improve their professional qualifications. We take into account the role of employees and their representatives and involve them in health and safety activities.

Raising awareness

We constantly raise employees' awareness of security issues and occupational health by conducting implementation and refresher trainings in the field of H&S.

Supervision and control

We systematically inspect and analyze the functioning of occupational health and safety in order to meet legal compliance requirements. We support each employee's full responsibility for the work performed. We identify, limit or eliminate threats resulting from our activities, products and services.

Pro-health activities

We provide employees with access to regular periodic examinations and health services. We promote pro-health behaviors by introducing information, training and bonus campaigns.

Continuous improvement

We constantly improve processes and the level of services, with particular emphasis on occupational safety. We strive to prevent accidents at work, occupational diseases and near misses. Our goal is to continuously improve occupational health and safety rules and activities in this area. We identify applicable legal regulations and periodically assess compliance of operations with the requirements to which our Company has committed itself.

The goals and obligations contained in the Occupational Health and Safety Policy are implemented and maintained at all levels of the Organization. We require our employees to know and comply with this policy.

Lublin
05.04.2024

CEO

Piotr Taracha

CFO

Mariusz Świetlicki