



**PN-ISO 45001**



## OCCUPATIONAL SAFETY AND HEALTH POLICY OF KGHM POLSKA MIEDŹ S.A.

Effective management of occupational safety and health is fundamental to the increase in the value of KGHM Polska Miedź S.A. ("Company"), its sustainable development, meeting the expectations of its stakeholders, and its responsibility to future generations.

Exploration and mining, processing, and metallurgical activities are strengthened by innovations that constantly improve the conditions and ergonomics of the work of the Company's staff. Occupational safety and health protection of our employees is one of the core values in our business, stemming from our concern for maintaining high OSH standards and creating the friendliest work environment possible. The OSH Policy is in line with the adopted Strategy and the Company's accepted ethical principles.

All employees and other persons on the Company's premises are required to comply with the applicable regulations, accepted rules, and requirements. At the same time, the Company's Management Board and executives at various levels strive to ensure work safety for everyone at the Company's plants.

**In improving the Occupational Safety and Health Management System - Requirements and Application Guidelines, which is based on the PN-ISO 45001 standard, the Company's top management commits to:**

- 1) ensuring safe and healthy working conditions, taking into account ergonomics and prevention of work-related injuries and diseases;
- 2) continuously improving the occupational safety and health measures;
- 3) meeting the requirements of the applicable law while respecting the ethical principles of the Company;
- 4) identifying, monitoring, and eliminating hazards, and mitigating OSH risks, as well as seizing opportunities in this regard;
- 5) guaranteeing the participation of workers and/or their representatives in decision-making processes within the occupational safety and health management system;
- 6) using employee initiatives and ideas in the area of occupational safety and health; and
- 7) fostering a sense of personal responsibility among all employees for the performance of their work in a manner that is safe and causes no hazards to health, and providing training.

The Management Board of KGHM Polska Miedź S.A. is convinced that through the understanding, good cooperation, and commitment of each of us, we will continuously develop and improve the work safety culture at the Company, thus influencing efficiency and working conditions.

The formation of positive relations and a friendly atmosphere among employees at all levels definitely contributes to the safety of work for all of us, the local community, and the development of KGHM Polska Miedź S.A.

This Policy, adopted by the Management Board of KGHM Polska Miedź S.A., is in force throughout the Company and is generally available and known to employees and other persons working for the Company.

The Management Board of KGHM Polska Miedź S.A. declares its support for the measures resulting from this Policy and the provision of adequate resources and means for its implementation.

2nd edition

Lubin, July 12, 2023.

President of the  
Management Board