

# HEALTH AND SAFETY POLICY

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The occupational health and safety policy forms the core of EXTRAL's efforts to ensure the safety of all employees, subcontractors, visitors and drivers while on the premises.

The present policy applies to all employees and co-workers, management board and proxies. What is more, EXTRAL also requires contractors to adhere to the standards of behaviour set out in the policy.

The Company's management is committed to fulfilling its obligation to systematically improve the policy and to monitor and adhere to the legal requirements in this regard.

We achieve these objectives by means of the following measures:

- Arranging workplaces in a way that prevents injuries and health conditions now and in the future;
- Ensuring that all employees are provided with appropriate working conditions designed to maintain safety, health and hygiene;
- Meeting legal and other health and safety requirements which are the basis for arranging safe work;
- Preventing accidents at work and occupational diseases affecting our employees;
- Implementing preventive health care;
- Raising awareness and qualifications of employees in the area of occupational health and safety;
- Providing employees with appropriate personal protective equipment;
- Using machinery, equipment, tools and appropriate appliances that meet safety standards;
- Continuous monitoring and improvement of health and safety activities with the aim of reducing and eliminating hazards and mitigating health and safety risks, and capitalising on opportunities for improvement;
- Developing objectives and schemes to improve occupational safety.

We assess the effectiveness of our actions by:

- monitoring the target of zero accidents;
- monitoring and surveying the working environment on factors that are hazardous to health;
- analysing the documentation and records developed in relation to occupational safety.

The present policy is known, publicly available and updated whenever necessary to suit changing situations and requirements.

EXTRAL's management board undertakes to provide the necessary resources and means to implement and maintain this policy.