Health & Safety, Environmental Policy

For **K.O.B. KOBNEXT Sp. z o.o.** taking care of our employees' safety and protecting the surrounding environment is a priority and a matter of ethics. This means ensuring that every employee is provided with a safe workplace, minimizing health risks and eliminating or reducing our environmental impact.

Being aware of the responsibility for environmental protection and health & safety work of our employees, we ensure:

- Continuous elimination and reduction of workplace risks.
- Accident prevention through the introduction of system security solutions as well as continuous improvement of our staff skills through Health & Safety training.
- Continuous improvement of the Policy concerning Environmental and Health & Safety Management.
- Analysis of each of our investments in terms of Health & Safety rules and Environmental Protection.
- We ensure that investments under our supervision are carried out in a way ensuring that the environmental impact of waste, pollutant emission into the atmospheres, etc. is minimized.
- Careful selection of subcontractors who are able to meet our Health & Safety and Environmental Protection requirements.

In order to implement our policy, the company has its own Health & Safety department which constantly strives to make employees aware of the importance of observing Health & Safety rules by conducting training which we divide into:

- Initial training, on-the-job training for all professional groups and on-the-job training at the site.
- Periodical training for a technical staff (site managers, site supervisors, foremen).
- Additional management training on first aid.

K.O.B. KOBNEXT Sp. z o.o. constantly strives to improve Health & Safety and Environment protection by raising awareness of all employees how important the above is for us and for future generations, at the same time encouraging all employees to actively engage in these issues.

The Board is constantly striving to implement this policy and is committed to increase systematically the necessary resources to implement this policy. As a confirmation that our assumptions are fulfilled may serve the SAFE COMPANY certificate issued by MediCamp. The company is equipped with the AMD defibrillator.