

Occupational Health and Safety Policy

TELE-FONIKA Kable S.A., as one of the global leaders in the cable and wire manufacturing industry, is a recognized and proven supplier of products to worldwide companies from various sectors, including telecommunications, energy, electronics, shipbuilding and mining.

The Company conducts its activities with simultaneous consideration of safety and occupational hygiene principles, and it creates suitable working conditions.

The Company implements the occupational health and safety policy in accordance with the applicable Polish legal regulations through:

- limiting hazards and risks present in workstations;
- organizing workstations and activities in a manner that ensures the safety and health of employees;
- preventing accidents, injuries, potentially hazardous incidents and occupational diseases;
- enhancing the qualifications and awareness of employees regarding their responsibility for the impact of their work on their own safety and that of other employees;
- introducing technologies and solutions aimed at improving working conditions;
- guaranteeing employees the opportunity to consult and participate in occupational health and safety matters;
- ensuring the safety of individuals (including subcontractors) present within the owned by TELE-FONIKA Kable S.A.

In accordance with contractual obligations, TELE-FONIKA Kable S.A. may also implement specific aspects of this Policy outside the borders of Poland, in accordance with local law.

The Management Board of TELE-FONIKA Kable S.A. commits to:

- implementing the aforementioned occupational health and safety policy principles;
- adhering to applicable legal requirements and other aspects of occupational health and safety;
- monitoring working conditions and striving for continuous improvement of safety and health;
- providing support for occupational health and safety issues;
- continuously improving the occupational health and safety management system in accordance with ISO 45001 standards and achieving results in the field of occupational health and safety.

The Management Board of **TELE-FONIKA Kable S.A.** ensures that the policy is communicated, understood, and implemented, and that it is available to employees and interested parties.

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The Management Board of TELE-FONIKA Kable S.A.