SCPL

Health and Safety Policy

Systematic Care of People's Labour !

- **Safety first** – in striving for the continuous development of the company, we do not forget about the need to create a friendly, safe and hygienic workplace
- **Health and safety pioneers** – as the first company in the globally functioning Sohbi Group, we will implement and maintain an Occupational Health and Safety Management System according to ISO 45001: 2018
- **Continuous improvement** – applying the Kaizen philosophy will allow us to maintain the best quality of products in the safest work environment among all production stamping companies

In view of the dynamically growing ambitions of the organization, SCPL intends to set an unprecedented example of managing health and safety issues in a way that meets expectations of all stakeholders of the organization, with their full participation.

The Health and Safety Policy will be implemented jointly thanks to the efforts of the entire Organization through:

- Ensuring safe and hygienic working conditions within the full scope of the Health and Safety Management System.
- Involvement of employees of all levels of the organization and external stakeholders in the process of building and continuous improvement of the Health and Safety Management System.
- Identification and elimination of threats to the Health and Safety Management System in a continuous and proactive manner.
- Continuously expanding knowledge in the field of occupational health and safety (OHS), taking into account new technologies for securing and enhancing workplace ergonomics, with a particular focus on the highest risk areas (noise).
- Maintaining the highest level of health and safety in relation to the needs of all interested parties.

As part of the Health and Safety Policy, Health and Safety Goals will be established and implemented on an annual basis by all employees of the Organization.

The business and production activities of SCPL will be conducted based on the requirements of ISO 45001: 2018, taking into account the risk-based process approach in management.

The SCPL Management Board declares its readiness to systematically implement the principles of the Health and Safety Policy and undertakes to:

- Taking responsibility for the effectiveness of the Health and Safety Management System and ensuring availability of all necessary resources for its functioning.
- Complying with all applicable requirements, including legal and regulatory requirements, customer requirements or applicable norms and standards.
- Limiting hazards and risks related to health and safety in a systemic manner, with emphasis on complete elimination of threats.
- Continuous improvement of the Health and Safety Management System, in accordance with the PDCA cycle, including effective communication, development of staff awareness and competences, sharing knowledge in the organization and motivating employees.
- Consultation and cooperation with employees and employee representatives in order to improve occupational health and safety conditions.

The Health and Safety Policy is public and available to all interested parties.

大塚　勝巳
Katsumi Otsuka
Vice President of Board

Ostaszewo, 18.09.2024