



Occupational Health and Safety Policy of the Dr. Miele Cosmed Group Capital Group



Dr. Miele Cosmed Group S.A. is a company created by people with competence and passion. The safety of all employees and our guests is of top priority for the Management Board and the entire management team.

Our utmost priority is to ensure occupational health and safety in our Plants. Our goal is to maintain and continually develop the occupational health and safety system and to create a safe and employee-friendly workplace through joint efforts and dialogue with employees across the Dr. Miele Cosmed Group Capital Group (hereinafter referred to as the Capital Group or DM CG).

Safety is a fundamental human right and one of the key pillars of the Dr. Miele Cosmed Group S.A. Sustainable Development Strategy. The assumptions underlying this Policy are based on the analysis of internal data, annual and ongoing identification of risks and opportunities, and a review of the best practices available on the market.

Aware of our responsibility for the safety and health of our employees, we pursue our objectives by:

- **preventing workplace accidents**, occupational diseases, and potentially hazardous incidents by leveraging knowledge, technological progress, and organisational improvements;
- **engaging the entire workforce** in implementing the Occupational Health and Safety Policy **and in building and developing a positive OHS culture**, including ongoing improvement and updates to the internal OHS communication system to reduce accident risks and work-related inconveniences;
- **complying with the requirements** laid down in legal regulations and internal procedures;
- **striving for continuous improvement** of occupational health and safety conditions in our Plants;
- **maintaining open and effective communication** with customers, local communities, industry organisations, administrative and supervisory authorities, as well as other stakeholders;
- **providing the necessary technical and financial resources, as well as competent personnel** to carry out assigned tasks in the area of OHS and employee health protection;
- **ensuring the proper use of personal protective equipment** at workplaces wherever there is a risk of exposure to hazardous or harmful factors.

- **enhancing qualifications** through periodic and thematic training and increasing the engagement of both current and new employees in activities that promote occupational safety and health;
- **organizing exercises and training sessions in cooperation with local institutions and organisations;**
- **maintaining high-quality training for management personnel** to improve professional skills with regard to work organisation safety and employee health protection;
- **ensuring a system of rapid response to violations of health and safety rules and effective remediation.**

In accordance with the assumptions of the Policy, supervision over the OHS area is entrusted to a designated Management Board member, while the ongoing implementation of the Policy falls within the responsibilities of the OHS Manager for the GC Capital Group, who operates on the basis of annual plans approved, monitored, and evaluated by the Management Board.

The supporting body is the OHS Committee, representing the voice of DM CG employees. In this way, we create a unified operating system for all companies within the Capital Group. Every employee of Dr. Miele Cosmed Group S.A. bears responsibility in this respect/ is held accountable

This OHS Policy has been adopted by the Management Board of Dr. Miele Cosmed Group S.A., is publicly available, and is known to employees and all persons working for the Dr. Miele Cosmed Group Capital Group. Data regarding the implementation of the OHS Policy is published annually in the Sustainable Development Report.

Management Board of Dr. Miele Cosmed Group S.A.



Magdalena Miele
President
of the Management Board



Arthur Mielimonka
Member
of the Management Board



Kamil Szlaga
Member
of the Management Board



Michał Czajka
Member
of the Management Board