

MERIDA

OCCUPATIONAL HEALTH AND SAFETY POLICY

INTRODUCTION

The Management Board of the **Merida Company** is fully committed to creating and maintaining a safe and healthy working environment for all Employees, as well as for all persons present on the Company premises — including Customers, Suppliers, Visitors, and other Business Partners. The Company pledges to comply with applicable legal regulations and other binding occupational health and safety (OHS) requirements. It ensures the provision of necessary organisational, technical, and financial resources essential to implement this Policy. The principle of continuous improvement drives all health and safety initiatives and the active engagement of all Employees.

The **Merida Company** recognises that workplace safety involves protecting both the physical health and mental well-being of its staff. Therefore, it strives to foster a working environment built on mutual respect, cooperation, and open communication, while actively mitigating factors that could negatively impact Employee health and well-being.

1. Policy Objectives

The main objectives of the **Occupational Health and Safety Policy** are:

- a) prevention of workplace accidents and occupational diseases,
- b) systematic identification of hazards, occupational risk assessment, and effective risk management,
- c) provision of necessary training, information, and resources for Employees to work safely,
- d) continuous improvement of working conditions and the effectiveness of health and safety initiatives,
- e) Employee engagement and consultation regarding hazard identification and workplace health and safety matters,
- f) promotion of a proactive safety culture based on responsibility, cooperation, and mutual respect.

2. Occupational Risk and Workplace Accident Management

In the area of workplace safety management, the Company implements the following actions:

- a) regular identification of hazards, alongside the assessment and systematic updating of occupational risk across all workstations,
- b) implementation of solutions aimed at eliminating hazards at their source and reducing the risk of workplace accidents and occupational diseases, including the mitigation of exposure to harmful and strenuous factors,
- c) comprehensive reporting, analysis, and documentation of all workplace accidents, incidents, and near misses,
- d) active encouragement of Employees to report identified hazards, irregularities, and near misses, treating these submissions as a vital resource for continuous safety system improvement,
- e) implementation of corrective and preventive actions derived from safety analyses, aimed at minimising the risk of similar occurrences in the future.

3. Ergonomics and Workplace Comfort

Striving to ensure ergonomic standards and safe working conditions, the Company places special emphasis on:

- a) designing workstations in accordance with ergonomic principles to minimise the risk of musculoskeletal disorders and maximise comfort,
- b) adapting workspaces to the individual needs of Employees, considering their psychophysical capabilities and specific job requirements,
- c) minimising factors that contribute to excessive physical and organisational strain,
- d) fostering a work environment that strikes a healthy balance between occupational demands and Employee well-being,
- e) identifying and mitigating psychosocial risks, including chronic occupational stress, excessive workload, and workplace conflicts, to protect Employee health and safety.

4. Training and Competence Development

To enhance awareness and qualifications regarding safe work practices, the Company is committed to:

- a) providing mandatory initial and periodic training in compliance with applicable legal regulations,
- b) organising additional targeted training tailored to specific workstation hazards, including machine operation, first aid, and emergency response procedures,
- c) keeping Employees fully informed and updated on workplace hazards and effective prevention methods,
- d) fostering awareness among both Employees and Management regarding safety culture, effective communication, stress management, and the mitigation of psychosocial hazards.

5. Personal Protective Equipment (PPE)

The Company provides Employees with appropriate personal protective equipment (PPE), as well as workwear and protective footwear, in line with occupational risk assessment and applicable legal regulations. Employees are required to use the provided personal protective equipment correctly, maintain it in proper working condition, and follow all relevant instructions and safety guidelines while using it.

6. Fire Safety and Emergency Response

Efficient management of fire risks and emergencies relies on:

- a) developing, implementing, and regularly updating procedures for actions to take in the event of a fire, equipment failure, hazardous substance spill, or other crises,
- b) ensuring the availability and readiness of appropriate fire protection equipment and emergency resources,
- c) conducting regular evacuation drills that improve Employee readiness to respond properly in hazardous situations.

7. Compliance with Regulations and Employee Participation

The Company ensures the compliance of its operations with applicable legal regulations related to occupational health and safety. We aim to implement best practices in this field. Every Employee is responsible for complying with applicable OHS rules, using personal protective equipment, reporting identified hazards and irregularities, and cooperating in initiatives designed to enhance workplace safety. Employees are encouraged to submit suggestions for improvements and actively participate in activities that foster the culture of safety.

8. Mental Health and Employee Well-being

The Company recognises that mental health and Employee well-being are essential components of a safe working environment. Therefore, the Company focuses on:

- a) creating a workplace built on mutual respect, cooperation, and open communication,
- b) preventing all forms of discrimination, workplace bullying, violence, harassment, and behaviours that violate the dignity of Employees,
- c) identifying and addressing psychosocial risks that could impact overall health and safety,
- d) supporting initiatives that promote Employee well-being by encouraging healthy work habits, work-life balance, and proper work organisation,
- e) fostering an organisational culture that emphasises safety, mutual support, shared responsibility, and the engagement of all Employees.

9. Monitoring and Continuous Improvement

The Company evaluates the effectiveness of this Policy by examining workplace safety indicators, inspection outcomes, audits, occupational risk assessments, reports from Employees, and the root causes of accidents and incidents. This evaluation also involves the analysis of psychosocial factors affecting work safety and comfort, including reports from Employees concerning work organisation and the work environment. Based on the findings, the Company implements corrective, preventive, and improvement measures to continually enhance Employee health and safety.

FINAL PROVISIONS

The Management Board of the **Merida Company** is fully committed to implementing this Policy and expects all Employees and Contractors to comply with applicable occupational health and safety regulations. This Policy is shared with all Employees and made available to Interested Parties. This document will undergo regular reviews — at least annually — and will be updated in response to changes in legal regulations, organisational structure, or other factors affecting workplace safety. Implementing this Policy is integral to the **Merida Company's** operations and aims to foster a culture of responsibility, cooperation, mutual respect, and continuous improvement, while safeguarding the physical and mental well-being of all Employees.

The Management Board of Merida Sp. z o.o.