

Occupational health and safety policy

Introduction

For the Management Board of Fructus sp. z o.o. the health and safety of its employees, contractors and visitors plays a key role. The Management Board strive to prevent accidents and diseases in the workplace through an effective occupational health and safety plan, employee independence and co-responsibility for order, as well as strict compliance with occupational health and safety regulations. Occupational health and safety is a non-negotiable priority for our company.

Occupational health and safety management

Security policy of Fructus is the basis on which the company wants to build a system of health and safety at work. Each of the divisions and individual departments of the company must comply with policy guidelines through company procedures and recommendations of local infrastructure and equipment.

Company management provides employees with health and safety training and information to encourage compliance and continuous improvement. The company provides appropriate personal protective equipment, employees report potentially dangerous situations, and the Management Board analyzes these cases and draws conclusions and counteracts possible consequences. As part of the management system, the Company will undertake occupational health and safety risk assessments, perform inspections and audits, measure performance and, if necessary, implement corrective actions.

Self-empowerment and organizational responsibility of employees

Each employee, regardless of the level and the job performed, is responsible for creating and maintaining safe and healthy working conditions. All employees are required to comply with applicable national and local health and safety regulations. Each employee, regardless of job title, seniority, experience, age or gender, must perform their functions in accordance with company policy, including complying with occupational health and safety laws and practices, reporting accidents, injuries, unsafe equipment, practices or conditions. Safety standards must never be ignored or circumvented. A safe and healthy working environment also means a violence-free workplace. Threats of violence or intimidation will not be tolerated.

Legal compliance

Employees and contractors must comply fully with health and safety regulations and cooperate with national and local authorities in this area. As part of good practice, Fructus will encourage contractors and suppliers to create and maintain healthy and safe working conditions that comply with all health and safety regulations. This policy will be regularly reviewed by the Occupational Health and Safety Committee and modified as necessary