



Warsaw, September 1, 2024



# HEALTH AND SAFETY POLICY

# Health and Safety Policy at Sii Sp. z o.o.

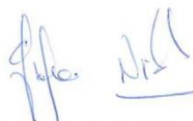
Sii Sp. z o.o. is a leading provider of services and solutions in the IT sector. In our activities aimed at meeting the requirements of our Clients, continuous development and achieving competitive advantage, we recognize that our overriding goal is to care for the health and life of our workforce, as well as taking care of safety, ergonomics and comfort of work while maintaining the principles of work life balance.

The Health and Safety Policy is a pillar supporting the implementation of the company's strategy and aims to ensure the continuous improvement of working conditions and safety.

## Demonstrating concern for workers and our customers, we declare:

- **Ensure safe working conditions and prevent occupational accidents, occupational diseases** by monitoring the work environment, assessing occupational risks, and analyzing incidents, near misses, eliminating and reducing hazards.
- **To continuously improve occupational safety** by identifying risks and opportunities, at each stage of IT projects, and to continuously strive to eliminate and reduce these risks, taking into account the Organization's context in the area of occupational health and safety,
- **Identification and fulfillment of legal, regulatory and contractual requirements** in the area of EHS and periodic assessment of compliance,
- **Continuously improve occupational safety** by identifying risks and opportunities, at every stage of IT projects, and constantly strive to eliminate and mitigation of risks, taking into account the Organization's context in the area of occupational health and safety,
- Promoting a culture of occupational safety, responsibility and awareness by conducting training and **actively involving workmen and employee representatives** in occupational safety activities,
- **Readiness and making every effort to prevent emergency situations** that may have a negative impact on the safety of the work environment.

The President of Sii Sp. z o.o. and the managerial staff undertakes to comply with the present policy and declares compliance of the implemented system with the requirements of ISO 45001: 2024 Occupational Health and Safety Management System. This policy has been implemented and communicated at all levels of the Organization, is understood by workmen and is available to all stakeholders.



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Gregoire Nitot

***President of the Management Board of Sii Sp. z o.o.***