

Remontowa Shipbuilding S.A.'s paramount objective during the construction and repair of vessels and metal structures is to ensure safe and hygienic working conditions for all employees, subcontractors, clients and other persons working under the supervision of the Shipyard, and to reduce to an acceptable level the risk of hazards that may cause injuries and health ailments in workplaces and work-related ones.

We are committed to this objective by:

- taking action to prevent work-related injuries and health ailments of the Shipyard employees and of persons working under the supervision of the Shipyard,
- striving for safe and hygienic workplaces in the Shipyard,
- complying with the requirements of legislation, standards, good practice and internal requirements of the Shipyard, as defined in internal normative acts, technological instructions and procedures of the Integrated Management System,
- ongoing enhancement of OHS operations,
- ensuring that adequate resources and means are provided for the implementation of this Policy and OHS objectives,
- taking into account OHS expectations, requirements and obligations to customers and other stakeholders of the Shipyard,
- defining the powers and responsibilities and the sole accountability of executive officers for the achievement of defined general and specific OHS objectives,
- improving skills, considering the role of employees and involving them in OHS activities,
- reviewing this OHS Policy from time to time to ensure that it is up to date, proper and relevant at all times,
- responsibility of each employee for the implementation of this OHS Policy, supported by:
 - agreeing the OHS Policy and objectives with employees through their representatives,
 - communicating this OHS Policy to all employees, subcontractors, customers and other persons working under the supervision of the Shipyard with a view to making them aware of their individual responsibilities insofar as OHS,
 - ensuring consultation and participation with employees and their representatives in the implementation of this OHS Policy,
 - keeping employees and their representatives informed on all aspects of OHS related to their work.

Responsibility for the implementation of the above OHS Policy, and for achieving OHS objectives and for the implementation and continuous improvement of the OHS Management System as required in ISO 45001:2018, will be borne by the Management Board of Remontowa Shipbuilding S.A., the executive officers and all the employees of the Shipyard.

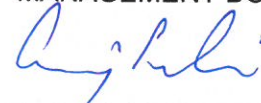
PRESIDENT OF THE MANAGEMENT
BOARD



Gdańsk, 10.07.2023

Dariusz JAGUSZEWSKI

DEPUTY PRESIDENT OF THE
MANAGEMENT BOARD



Bartłomiej POMIERSKI