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THE HEALTH AND SAFETY POLICY IN KOMPANIA PIWOWARSKA S.A.

We believe that health and safety is of paramount importance. We are committed to conducting our business in a way that respects the health and safety of our employees, contractors, visitors, customers, consumers and the general public.

It is a priority of Kompania Piwowarska S.A. as an employer to continuously improve efforts designed to raise the level of health and safety at work, and in particular prevent accidents at work, safety incidents, occupational diseases, as well as reduce health-risk factors in the work environment.

We are all responsible for:

- complying with national legal regulations and conforming to relevant international standards that are consistent with the Group Policy,
- observing all health and safety regulations, requirements and instructions, taking responsibility for our own health and safety,
- doing nothing which is likely to cause injury or health hazards to ourselves or others,
- reporting any irregularities and responding to disallowed practices in the area of work safety,
- pursuing occupational health and safety tasks that result from audits, accident investigation recommendations or safety incidents.
- follow orders issued by the National Labour Inspectorate (PIP) and other supervision authorities, recommendations from on-going inspections, or instructions given by management, social labour inspectors and OHS services.

It is necessary that all our teams should participate in building a safe place of work by reporting incidents, proposing ideas and improvements intended to enhance working conditions, and by responding to all violations of health and safety regulations and rules. Teams must actively share their knowledge and safety experience.

The health and safety service is obliged to support any activities aimed at preventing threats to the employees' life or health as well as improving working conditions.

We expect the same level of commitment to health and safety from our contractors as we do from ourselves. We aim to only do business with contractors who are committed to a high standard of health and safety.