

## Policy of Messer Group Companies in Poland

The main goal of the Messer Group in Poland is to maintain a strong position in the technical, medical, food and specialty gases markets, which can only be guaranteed by safe, energy-efficient processes, products and services, satisfied customers as well as committed employees. We cultivate cooperation with business partners, industry peers and international associations to improve SHEQ performance and operations throughout our value chain.

Messer manages sustainability issues and, in particular, actively protects the environment by implementing sustainable practices in daily operations and in the solutions offered to customers.

### To support and achieve our goals, we have established 5 groups of priorities:

#### **QUALITY (Q)**

- We provide high quality products, meeting the highest standards, obtained from legal supply sources and remaining in the legal chain during storage and transport;
- We supervise the course of technological processes and control them in such a way that non-conformities are prevented, and in the event of their occurrence, we take effective actions.

#### **EMPLOYEES**

- We continuously identify the needs of employees and improve their professional qualifications through systematic trainings - which enable them to expand their knowledge and improve their skills. A motivated, aware and competent team is a guarantee of our success;
- We establish a transparent value system that influences the building of a positive working environment;
- We are committed to provide a safe, clean and healthy environment for all employees and the communities among which we operate.

#### **SAFETY AND HEALTH (SH)**

- We maintain a state of mature food safety culture in the area of manufactured food gases, medical gas safety in the area of manufactured and supplied medicinal products and medical devices, and occupational safety culture as key elements of organizational culture;
- Health is a core value and we demonstrate it every day through our behavior and the way we conduct our business. We the clear goal to strive for zero accidents and incidents as we take responsibility for the safety of our employees, customers, contractors and the local community.

#### **RESPONSIBILITY**

- We identify, assess and effectively manage risks at all levels of the organization taking into account food defense to ensure Safety of the products and services we offer;
- We reduce losses and waste in the gases produced, filled and distributed;
- We identify and meet compliance obligations, particularly those arising from regulatory acts and stakeholder requirements, including those relating to energy efficiency and energy use and consumption;
- We meet the requirements for maintaining the effectiveness of implemented management systems and their continuous improvement;
- We carry out processes and operations in a safe and reliable manner with sustainability in mind.

#### **ENVIRONMENT (E) AND SUSTAINABLE DEVELOPMENT**

- We promote efficient energy management through identification and control of energy-intensive areas of the business, designing, purchasing and implementing modern energy-saving technologies, equipment and services – in order to improve and enhance energy performance in line with the principles of sustainable development;
- We assess the ecological effects of our activities and systematically control, prevent and reduce the pollution of air, water and land;
- We are systematically raising the environmental awareness of employees;
- We ensure the availability of information and resources necessary to achieve goals and specific energy objectives;
- We rationally manage resources, mitigate negative environmental impacts and consider in management environmental effects;
- We plan and implement measures to prevent the occurrence of a major industrial accidents;
- We identify and mitigate climate risks associated with our assets and operations.

The policy of the implemented management systems is suitable for the purpose of existence and the context of our organization as well as the influence and scale of its environmental impacts. It provides the basis for setting and reviewing goals and objectives relating to product safety, as well as specific energy goals

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**Dirk Fünfhausen – General Manager**

**Anita Kuć – Head of SHEQ/Regulatory Affairs**