

# CCC

## OCCUPATIONAL HEALTH AND SAFETY POLICY OF CCC CAPITAL GROUP



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# CCC

## 1. Definitions

Health and safety policy - a declaration in which long-term strategic undertakings in the area of health and safety and the basic principles of their implementation are defined.

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## 2. Scope of application

The Occupational Health and Safety Policy applies to all employees of CCC Capital Group (CCC Group) and covers all necessary measures geared towards creating and improving a safe and healthy working environment for the employees. The Management Board ensures that all measures taken in the area of occupational health, safety or fire protection shall be agreed and implemented together with the employees or their representatives.

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## 3. Objectives

As a leader of the Polish footwear retail market and one of the largest manufacturers of footwear in Poland, CCC Group has framed its Occupational Health and Safety Policy as a commitment to:

- I. Counteracting accidents at work, work-related ill health, near miss incidents, fires and explosions, through preventive measures and by investing in technical occupational safety.
- II. Continuously reducing the total number of accidents at work, with a particular focus on severe and group accidents, and minimising the costs of such accidents.
- III. Systematically identifying and assessing any threats and hazards, and taking action to mitigate occupational risks.
- IV. Striving for continuous improvement of the level of occupational health, safety and fire protection.
- V. Complying with the applicable legal and other requirements for the Company's safe operation.
- VI. Continuously improving performance and taking action in the area of occupational health, safety and fire protection.
- VII. Enhancing employee skills, recognising the role of employees and involving them in efforts related to occupational health, safety and fire protection.





VIII. Ensuring adequate means and resources to implement and maintain the Occupational Health and Safety Policy.

IX. Develop a positive culture of health and safety.

The main objective of the adopted Occupational Health and Safety Policy is to reduce the number of accidents at work and to implement and maintain an efficient occupational health and safety management system at the Company.

The intermediate objectives in occupational health, safety and fire protection, necessary to deliver the main Policy objective, include the senior management's activities aimed at:

- ensuring that all employees take responsibility for their own safety and the safety of their colleagues;
- taking adequate measures in the area of occupational health, safety and fire protection, depending on the job role performed;
- making employees aware of the impact of an effective occupational health, safety and fire protection system on the Company's competitive position,
- making employees aware that safety must be a concern to all employees at every level of the organisation.

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## **4. Final remarks**

This Health and Safety Policy is generally available and known to employees and other people working for the CCC Group.





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