

PZL-ŚWIDNIK SA, as part of the **Leonardo Group**, declares its compliance with the **Group's Integrated Health & Safety and Environmental Policy** and its implementation in particular by promoting and managing the health and safety of its subordinate personnel and the environment protection in an integrated manner, according to the principles of prevention, protection and continuous improvement. As a responsible employer, it integrates environmental and occupational safety aspects into its objectives and business plans to ensure long-term sustainability at an appropriate level, reduce the negative impact of its activities on the environment and make the Company profitable and competitive.

Out of concern for the health and safety of our employees and the people on our premises, we undertake activities within the implemented management system to monitor and improve production processes in order to improve working conditions as well as to protect and optimally use natural resources.

We declare compliance with legal requirements and, recognising the importance of social aspects, occupational safety and environmental protection, we cooperate with the representatives of the relevant authorities and the local community and we ensure proper communication with and involvement of employees in the improvement of our processes. We ensure the consultation and participation of employees and their representatives, as well as subcontractors in the development, planning, implementation and evaluation of effectiveness and improvement of the health & safety and environmental management system.

As part of the Leonardo Group, we align our processes and systems with corporate requirements and solutions related to concerns for the environment and safety of employees, and we aim to integrate environmental and health & safety requirements into all our activities starting from the planning and design of production process, services and products.

The Company's primary objective over and above all other objectives is to prevent work-related injuries and health complaints, near misses, minimise the risk of their occurrence, identify and implement measures to create and maintain a healthy, safe working environment for employees, visitors, subcontractors and other Stakeholders affected by our Company's activities.

Other our objectives are:

- continuous improvement of the Environmental and Health & Safety Management System and evaluation of the results through periodic analysis of the system of established accident and environmental impact indicators
- raising the awareness of our Company personnel and our subcontractors under our supervision in terms of their impact on safety and the environment
- ensuring the safety of all employees
- identifying areas for improvement in working conditions and reducing environmental impact, and where possible implementing best available techniques
- monitoring and reducing the use of hazardous substances
- managing raw materials, energy and water efficiently and cost-effectively
- conducting environmentally safe waste management, managing air emissions and taking actions to reduce waste and emissions

As the Company's Top Management, we declare our active and responsible leadership in environmental protection and ensuring workplace safety as well as improvement in this respect, we expect and demand the same from managers at all levels. At the same time, we encourage and expect all employees to be actively involved in health & safety and environmental protection.

To implement and enforce this policy, we provide necessary resources and means, while ensuring that the effectiveness of our operations and our environmental and health & safety system is monitored.


Bartosz Śliwa

Member of PZL-Świdnik S.A. Board


Jacek Libucha

President of PZL-Świdnik S.A. Board


Eva Uso' Enrique

Member of PZL-Świdnik S.A. Board