

OCCUPATIONAL HEALTH AND SAFETY STATUS IN 2024

Nemak Poland Sp. z o. o.

ul. Komorowicka 53, 43-300 Bielsko-Biala

NIP: 937 236 29 22

REGON: 07279347300000

PKD Polish Classification of Activity: 2453 - Light metal foundry

1. General information

1.1. Name, address, scope of activity

Plant Nematik Poland Sp. z o. o. is located at ul. Komorowicka 53 in Bielsko-Biała.

Nematik is a leader in innovative weight-reducing solutions for the global automotive industry. It specializes in the design and production of aluminum components of the drivetrain and body structures.

Nematik Poland (the only branch of the corporation located in Poland), headquartered in Bielsko - Biała, is a leading plant in high-pressure casting technology (HPDC) in the Nematik group, which also includes the European Center for the Development of Die Casting. The plant has 3 production departments (Drive System Department, Large Structural Components Department, Medium Structural Components Department) and its own Tool and Maintenance Department.

1.2. Structure of employees

People employed at NPOL report to their direct superiors. Each manager of the created departments is responsible for a team of employees assigned to him. In addition to workers managing employees, the company employs:

- administrative and office workers,
- engineering and technical workers,
- employees employed in blue-collar positions

1.3. Existing management systems

The plant has certified management systems:

- Occupational health and safety according to ISO 45001:2018,
- Environment according to ISO 14001:2015,
- Energy according to ISO 50001:2018,
- Aluminum Stewardship Initiative (ASI) Performance and Chain of Custody Standard,
- Quality according to IATF 16949,
- Information Security (ISMS) according to ISO/IEC 27001,
- Information security according to TISAX

The organization maintains and continuously improves all management systems, including the necessary processes and their interactions.

1.4. The status of the NPOL plant employees

Employment as of December 31, 2024 was 1,150 workers:

including women: 95

juveniles: 0

Additionally, 77 workers are employed by Temporary Work Agencies (TWA).

2. Status of occupational health and safety in NPOL

2.1 Preventive health care

In 2024, the following were examined as part of research:

- preliminary: 261 workers,
- periodic: 320 workers,
- 86 workers were sent for check-ups,
- psychotests: 280 workers.

2.2 Occupational health and safety training for employees

In 2024 stationary periodic occupational health and safety training were carried:

- general occupational health and safety initial training: 24 NPOL workers + 63 TWA employees,
- periodic health and safety training: 971 NPOL people + 77 TWA employees,

The following were trained:

in blue-collar positions - 866 workers

in managerial positions - 87 workers

in engineering and technical positions - 87 workers

in administrative positions – 8 workers

external employees (TWA, APO) – 63 workers

Total: 1111 workers

- professional development for Integrated Occupational Health, Safety, Environment and Energy Management System internal auditors,
- other:
 - work at height: 91 workers,
 - first aid: 82 workers
 - specialized training:
 - SEP: 45 workers,
 - welding: 10 workers,
 - regarding safety when working at height,
 - UDT (Technical Supervision Office) in order to obtain qualifications to operate material handling equipment: 18 workers.

Periodic health and safety training was conducted by the Technical Services and Vocational Training Institute "ERGOTECH" by an appraiser and court expert in the field of health and safety and a certified paramedic.

2.3 Inspections carried out by external institutions at the plant

- State Labour Inspection: inspection of working conditions in 2024 in connection with participation in the State Labour Inspection competition "Employer - organizer of safe work". The post-inspection report requested the implementation of 13 points of the statement and 4 points of the order. 1 oral decision and 2 orders were also issued.
All decisions and applications were implemented on time and the State Labour Inspection was notified in writing of their implementation.
- State Fire Service:
19/01/2024 - inspection regarding the fire protection report for waste storage areas on the plant premises – positive result.
- Provincial Inspectorate for Environmental Protection:

08 to 18/10/2024- inspection of compliance with environmental protection requirements by the operator of installations requiring an integrated permit and inspection of the implementation of post-inspection orders - positive result, 1 instruction was recorded regarding the timeliness of noise emission measurements.

2.4 Supportive meals

An average of 450 supportive meals were served daily (together with TWA employees).

The meals handed out met the requirements specified in the Regulation of the Council of Ministers of May 28, 1996 [Journal of Laws 1996.60.279, as amended].

Employees are also provided with unlimited cold drinks.

Preventive meals according to the Regulation were distributed at the following workstations in the plant:

- setter of foundry machines and devices
- non-ferrous metal smelter
- casting cleaner

2.5 Occupational diseases and suspicions of occupational diseases

In 2024, no occupational disease or suspicion of such disease was detected at the plant.

2.6 Company Occupational Health and Safety Committee

In 2024, 4 meetings of the Company's Occupational Health and Safety Committee were held.

2.7 Occupational exposure to conditions onerous and harmful for health

In 2024, measurements of exposure to conditions onerous and harmful for health were performed in an accredited research and measurement laboratory. Test reports were sent to workers responsible for individual processes and to the company doctor at the MEDKOR clinic.