



## Quality, Health & Safety, and Environmental (QHSE) Policy

MAAG is a source of reliable gear solutions for cement, mining and other industries, ensuring high operational efficiency of customer's critical machinery. MAAG is a multinational team, collaboration-driven, enhancing diversity, maintaining and developing top competencies, and striving for success. The company takes quality, health and safety, and environmental responsibility as top priority. These core principles guide every aspect of our business, from the initial design and manufacturing to service delivery and customer interaction.

### 1. Quality Policy

Our goal is to be the leading provider of high quality, reliable products and services in cement, mining as well as other industries. We achieve this by ensuring that quality is embedded in every step of our processes, from design and procurement to manufacturing and delivery.

- **Customer Focus:** We are focus on listening and understanding of customers' needs. We strive to provide reliable and premium-quality products and services that meet or surpass the specific needs of Customer.

- **Continuous Improvement:** We are committed to continuous improvement in all aspects of our operations by employing cutting-edge technology, developing our team, and fostering a culture of innovation and excellence.

- **Compliance & Standards:** All our processes comply with relevant industry standards and regulations. We regularly review and update our quality management systems to align with the latest advancements in the industries we act.

- **Training & Competency:** We ensure our employees are adequately trained and empowered to maintain high standards of quality in their roles.

**Objective:** To consistently deliver high quality products and services that meet the highest standards of reliability, ensuring high productivity of critical machinery driven by MAAG gears and the complete satisfaction of our customers.

### 2. Health & Safety Policy

The health and safety of our employees, contractors, and customers are of paramount importance. We are committed to creating a safe and healthy work environment by proactively identifying and mitigating risks associated with our processes, products and services.

- **Risk Management:** We assess and manage health and safety risks throughout all stages of our operations, ensuring that all potential hazards are identified, controlled, or eliminated.

- **Compliance:** We comply with all applicable health and safety legislation, regulations, and industry best practices to prevent accidents, injuries, and occupational illnesses.

- **Employee Involvement:** Health and safety are a shared responsibility, and we actively encourage employee participation in safety programs, risk assessments, and incident reporting.

**Objective:** Zero harm to our employees, contractors, and anyone impacted by our operations.



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### 3. Environmental Policy

As a responsible company, we are dedicated to minimizing our environmental footprint and promoting sustainable practices throughout our operations. We are committed to design and deliver products with minimum carbon footprint during their lifetime, with high content of recyclable materials.

- **Sustainable Practices:** We implement environmentally responsible practices in our design, production, and service processes, emphasizing the efficient use of resources and minimizing waste.
- **Waste Management:** We manage waste responsibly by promoting the recycling and reuse of materials, ensuring proper disposal of hazardous waste, and reducing waste generation at the source.
- **Compliance:** We adhere to all applicable environmental laws and regulations, striving to meet or exceed industry standards.

**Objective:** To minimize our environmental impact by implementing sustainable practices, reducing waste, and ensuring compliance with all environmental regulations.

### 4. Responsibilities

- **Management:** Company leadership is responsible for ensuring that this QHSE policy is effectively implemented, regularly reviewed, constantly being improved, and communicated throughout the organization.
- **Employees:** All employees are expected to follow this policy and are empowered to contribute to improving quality, health and safety, and environmental performance.
- **Suppliers & Contractors:** We expect our suppliers and contractors to align with our QHSE standards and work in partnership with us to uphold these values.

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Tomasz Wróblewski  
Chief Executive Officer  
MAAG Gear Group

This QHSE policy demonstrates our commitment to delivering high-quality products and services while ensuring the health and safety of our workforce and protecting the environment.