

OCCUPATIONAL HEALTH AND SAFETY STATUS IN 2023

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 (Powertrain Unit, Vehicle Structure Large Components Unit, Vehicle Structure Medium Components Unit) and its own Toolshop 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),
- 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. Status of employees at the NPOL plant

Employment as of December 31, 2023 was 1209 workers:

including women: 101

juveniles: 0

Additionally, 184 workers are employed by Temporary Work Agencies (TWA).

2. Status of occupational health and safety in NPOL

2.1. Preventive health care

In 2023, the following were examined as part of research:

- preliminary: 383 workers,
- periodic: 272 workers,
- 91 workers were sent for check-ups,
- psychotests: 365 workers.

2.2. Occupational health and safety training for employees

In 2023 stationary periodic occupational health and safety training were carried:

- general occupational health and safety initial training: 58 NPOL workers + 270 TWA employees,
- periodic health and safety training: 657 NPOL people + 12 TWA employees,

The following were trained:

in blue-collar positions - 721 workers

in managerial positions - 63 workers

in engineering and technical positions - 90 workers

in administrative positions – 12 workers

external employees (TWA, APO) – 74 workers

Total: 960 workers

- continuing professional development for Integrated Occupational Health, Safety, Environment and Energy Management System internal auditors,
- other:
 - work at height: 26 workers,
 - first aid: 41 workers
 - specialized training:
 - SEP: 127 workers,
 - welding: 14 workers,
 - regarding safety when working at height,
 - UDT (Technical Supervision Office) in order to obtain qualifications to operate material handling equipment: 167 workers.
 - training for management and engineering and technical staff, OHS, PDC, UR and TE on machine safety according to the machinery and tools directives, taking into account upcoming changes in EU regulations: 47 workers,
 - CMSE (Certified Machinery Safety Expert) training: 3 workers,
 - behavioral training: "My commitment to safety": 495 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 District Sanitary Inspection: inspection on July 5, 2023 - positive result.
- National Labor Inspectorate: inspection of working conditions in 2023 - positive result.
- State Fire Service:
 - August 08 – 09, 2023 - positive result.
 - December 13-15, 2023 - positive result.

2.4. Supportive meals

An average of 520 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 - women

2.5. Occupational diseases and suspicions of occupational diseases

In 2023, no occupational disease or suspicion of such disease was detected at the plant.

2.6. Company Occupational Health and Safety Committee

In 2023, 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 2023, 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.