

Nordkalk Operating Policy

Our goal is to be recognised as the leading company providing limestone-based products and sustainable solutions in Eastern Europe. We strive for operational excellence in everything we do.

We place a strong focus on the safe and healthy working conditions of our employees, contractors and visitors.

We are committed to fulfilling our customers' needs and expectations by extracting, processing and delivering limestone-based products and sustainable solutions.

We act as a responsible company and take proper action to reduce the impacts of our exploitation of natural resources.



SAFETY, OCCUPATIONAL HEALTH AND WELLBEING	QUALITY	ENVIRONMENT
We provide safe and healthy workplaces, prevent work-related injury, ill health and also we take care of employees' wellbeing. We also develop and promote safety work in a unified and organised way towards our goal of zero accidents. Health, safety and wellbeing issues are always first on our agenda. We report safety observations and share best practices proactively, both internally and externally, to eliminate OH&S hazards and reduce risks. We consult and involve our employees and we are all actively participating and contributing to our internal safety work and efforts. We encourage our employees to engage in their personal and professional development. Our detailed commitment regarding health, safety and wellbeing has been set up in the 1st appendix to the present Nordkalk Operating Policy.	We know our customers' needs and we provide our products and services at the agreed time and with the right and unified quality from all our sites. Quality measures are defined, unified and regularly reviewed. Actions are taken in order to continuously improve our quality performance. Customer satisfaction is regularly measured to assess our performance and to take measures for continuously improving the effectiveness and efficiency of our processes. As one of the links in the feed chain we assure feed safety in each stage of our operations. We continuously develop new solutions for current and future customer needs.	We aim for full utilisation of all mined material through a well-balanced exploitation of the natural mineral resource. We continuously reduce emissions through improved energy efficiency and use of alternative fuels. BAT (Best Available Technique) is promoted in all new investments to enable the most efficient control of emissions. We understand the impact of our operations on natural water. These issues are always documented in our water management plans. We strive to reclaim the extracted area to a natural or otherwise usable state. The principles of mine closure are described in our restoration plans.

We comply with national legal and other requirements related to our employees, products, operations and the environment in the countries where we operate.

We continuously improve our management system, which is compliant with the requirements of the ISO 9001, ISO 14001, ISO 45001 and GMP+ standards.

Cracow, 05.10.2026

Piotr Maciak
Managing Director Platform East

Appendix no 1 to Nordkalk Operating Policy

SAFETY, OCCUPATIONAL HEALTH AND WELL-BEING POLICY

The safety and overall health of everyone present at our facilities is shared, primary value for us. At all levels of the organization, we focus our efforts on eliminating or, where that is not possible, minimizing the risk of injuries and occupational illnesses. We strive to ensure a safe, healthy, and ergonomic work environment for our employees and contractors by:

- COMPLYING WITH APPLICABLE LEGAL REQUIREMENTS.
- ADHERING TO HIGH STANDARDS OF SAFETY, HEALTH, AND WELL-BEING.
- CONTINUOUSLY IMPROVING AND IMPLEMENTING BEST PRACTICES REGARDING SAFETY, HEALTH, AND WELL-BEING.

We aim to achieve the goal of ZERO FATALITIES AND SERIOUS ACCIDENTS. We are convinced that our operations can be conducted safely and in a manner that protects both physical and mental health; therefore, we commit to:

- Demonstrating effective and visible leadership and ensuring accountability at every level of the organization.
- Leading by example and implementing initiatives that demonstrate visible and credible management commitment.
- Implementing and adhering to the requirements associated with the 6 Core Risks.
- Engaging employees and contractors in safety campaigns focused on key issues.
- Monitoring performance regarding safety, occupational health, and well-being.
- Providing employees with support during emergency situations and access to professional psychological assistance.
- Building a safety culture through shared commitment, open communication, leading by example, reinforcing positive behaviors, and implementing behavioral programs.
- Analyzing the root causes of incidents, taking corrective and preventive actions, drawing conclusions, and sharing them across the Group.
- Sharing knowledge and experience based on safety alerts and industry best practices.
- Ensuring an effective risk management system.
- Motivating our own employees and contractors to work safely. Granting every individual formal authorization (e.g., a STOP card) to stop the work if conditions at the worksite generate a risk to life or health, with the understanding that stopping work will not result in negative consequences for anyone involved in the situation.
- Ensuring adequate human resources and the continuous development of their competencies.
- Providing the necessary resources to carry out the tasks arising from this Policy and to ensure its continuous improvement through regular reviews.

We expect management, all employees, and our business partners to be fully familiar with and adhere to the above commitments, and to promote the principle of shared responsibility for safety as well as for their own well-being and that of others.

Cracow, 05.10.2026



Piotr Maciak
Managing Director Platform East