



Maciej Poros

HSE Manager · Health & Safety · Environment · Fire Protection

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Available from December 2026 · Wrocław / Lower Silesia, on-site, hybrid or remote

PROFILE

I am an EHS business partner: I make sure people go home safe and the plant makes money on it. For 9 years I have led health and safety, environment and fire protection in factories of around 1,200 people. I take on difficult, inherited issues and see them through. I translate regulations and standards into plain language that production understands. I build teams that stay, and I treat my employer's money as my own. The board and my team can rely on me.

KEY RESULTS

~150k PLN

monthly financial impact from redesigned waste logistics, from month one to today

11 months

ISO 45001 built from scratch, certified at the first attempt

99.8%

of waste recycled, Zero Waste to Landfill certification (UL Solutions)

~20 people

team covering health & safety, environment, fire protection and waste

EXPERIENCE

HSE Manager – Head of Health & Safety, Environment and Fire Protection

02.2024 – present

LG Electronics Wrocław · home appliances plant · reporting to the Management Board

- Built and now lead a team of ~20 (H&S, environmental and fire protection specialists, waste yard): hiring, development, conflict resolution.
- Redesigned and implemented the entire waste logistics: ~150k PLN financial impact every month, still delivering today.
- Turned ISO 45001, 14001 and 9001 systems that lived in a binder into procedures that work in practice across the whole plant.
- 99.8% of waste recycled and Zero Waste to Landfill certification (UL Solutions); environmental work done in-house, without external consultancies.
- Introduced Poland's first workplace reverse-vending system with automatic deposit refunds to employees' cards.
- Created an A–F severity matrix for accidents and near misses, used in the plant and at key suppliers.
- Designed SHEprexam: management of change and pre-start safety acceptance for new lines, machines and process changes.
- Implemented LOTO and contractor qualification (method statements verified before site access) and a hazardous chemical substitution programme (REACH/CLP).
- Oversee the 24/7 plant fire brigade (Fire Center) and medical point; built a reliable incident reporting system: accidents down from ~10 (2024) to 3 (2026).
- Corporate HQ, TÜV, UL and RBA audits and state inspections (labour, environmental, fire) with no major findings.

Head of Health & Safety, Environment and Fire Protection

07.2017 – 02.2024

Klimas Wkręt-met · fastener manufacturer · ~1,200 employees

- Responsible for health & safety, environment and fire protection across the plant; led the department.
- Implemented ISO 45001 from scratch in 11 months, certified at the first attempt.
- Ran the incident register, safety KPIs and analyses for management.
- Delivered safety culture programmes and technical training; labour and environmental inspections with no penalties.

LEADERSHIP AND COLLABORATION

- Building teams from scratch: health & safety, environment, fire protection, waste
- Matching people to tasks, developing them and backing them when it matters
- Resolving conflicts quickly and directly
- Reporting to the Management Board and working with corporate HQ
- Choosing external partners for the long term: fire brigade, medical point, waste contractors
- Stable contracts and less outsourcing, which means real savings
- Working with production, quality, logistics and maintenance
- Leading the plant through change: new lines, machines and procedures

SKILLS

ISO 45001 / 14001 / 9001

Risk assessment

Accident and near-miss investigation

Management of change (MOC)

LOTO

Contractor qualification

Waste management

Waste logistics

PPWR, packaging, WEEE

REACH / CLP

Fire protection

Audits and inspections

Safety culture

H&S training

KPIs and reporting

Digital and AI tools in EHS

QUALIFICATIONS AND TRAINING

- Internal auditor ISO 45001, ISO 14001 and ISO 9001 (since 2018)
- Periodic H&S training for safety professionals and for managers (2025)
- Qualified first aid course (KPP), basic level
- Corporate management training: leadership, change management, training in South Korea (2024)
- Environment 2023–2026: PPWR and packaging, WEEE, waste management (industry training and conferences)

EDUCATION

- **Częstochowa University of Technology** – MSc Eng. in Occupational Health and Safety (Safety Engineering)
- **Częstochowa University of Technology** – BEng in Production Management and Engineering

LANGUAGES

Polish – native · English – B2 (professional working proficiency)