



WORKPLACE SAFETY AND HEALTH POLICY

The company's fundamental policy is to establish a secure and healthy work environment and to foster health and safety awareness among all employees and partners. The success of this Policy is contingent upon the cooperation, consensus, and participation of all employees in the company's offices, workshops, warehouses, and other locations where its products and services are distributed.

The most fundamental aspect today's working conditions and quality of life is the safeguarding of the welfare and health of workers in the workplace. Society as a whole has come to the realisation that occupational diseases and accidents at work result in severe economic consequences for the economy, insurance companies, and enterprises, as well as human suffering. Moreover, there is an understanding that the consequences are felt by all.

In order to guarantee the success of our Policy, the Company has established and executes an Occupational Health and Safety Management System that adheres to the ISO 45001:2018 standard.

The corporation has pledged to the following in the implementation of the aforementioned system:

- Prevention of occupational hazards and diseases that may occur during the provision of products and services and may impact employees, subcontractors, and visitors.
- Complete adherence to all applicable laws and regulations regarding business operations.
- The systematic identification, assessment, and management of all potential hazards that may occur during business operations.
- Complete adherence to the laws governing the prevention of COVID-19 transmission. The assessment and management of potential hazards associated with COVID-19.
- The systematic management of all safety and health-related issues in the workplace.
- The systematic pursuit of continuous improvement in occupational health and safety performance.

The company has implemented the following measures to fulfil the aforementioned obligations:

- A rational distribution of responsibilities and accountability
- The adherence of employees and contractors to the company's safety protocols
- The evaluation of the specific risks associated with each activity and individual task
- Creation of guidelines, procedures, systematic controls, and inspections
- Encouragement, training, and information for all employees

The primary objective of each executive staff member is to ensure the health and safety of all individuals present in the workplace, including employees, contractors, visitors, and any other third parties.

It is imperative that executives in businesses continually show safe behaviour.

VERSION: 04

DATE: 20-01-2023.

**I. CONDELLIS
CHAIRMAN & CEO**

(Signature)