

	MANUAL OF IMS		Version	04
	ISO 9001; ISO 14001; ISO 45001; IATF 16949		Page	1/2
	Section 1.1 GROUP OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICY		Date of issue/ch.	30.07.2026

GROUP OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICY

Our mission is to create such working conditions in the performance of the company's activities that to the maximum extent satisfy the requirements of the legal and other norms regarding occupational health and safety (OHS).

By taking responsibility for the construction, maintenance and continuous improvement of the OHS Management System, management declares the following basic principles enshrined in the OHS policy:

- **Compliance with the nature and scope of the risks** – We are aware of our responsibility and strive to ensure to the maximum extent health and safety at work, through adequate hazard identification, as well as assessment and management of OHS risks
- **Continuous improvement** – a key objective of the OHS system, achieved by continuous monitoring of processes, reducing the risk of diseases, incidents and accidents at work, and effectively improving OHS performance through appropriate corrective and preventive measures
- **Compliance with the current legislation** – the company undertakes to apply the current legal basis as well as other requirements regarding OHS
- **Documentation, implementation and maintenance** – the management undertakes to ensure documentation, implementation and keeping up to date of all processes
- **Communication and empathy of the people** – the management announces the OHS policy and related objectives and strives to create appropriate conditions that stimulate employees to participate and show initiative in the implementation of activities
- **Accessibility of the policy** – the OHS policy is accessible to every employee and all external stakeholders and will be made available upon request
- **Process approach** – health and safety at work are the result of interconnected processes that are considered and managed as a system
- **Factual approach to decision-making** – the communication system and the management of documents and records create a prerequisite for decision-making based on up-to-date information

ADDITIONAL POLICY AREAS TO ENSURE FULL COVERAGE OF OHS REQUIREMENTS

1. Personal Protective Equipment (PPE) Policy

The company ensures that all employees are provided with appropriate PPE based on risk assessments.

Employees must use PPE correctly, maintain it in good condition, and report any defects. Supervisors are responsible for enforcing PPE use and ensuring regular inspection and replacement.

2. Machine Safety Policy

Only trained and authorized personnel may operate machinery.

All equipment must be fitted with appropriate guards, emergency stops, and safety devices.

Lockout/Tagout procedures must be followed during maintenance or repair.

Unsafe machinery must be immediately removed from service.

3. Emergency Preparedness Policy

The company maintains and regularly updates emergency response plans, including evacuation, fire, spill, and medical emergencies.

Emergency drills are conducted periodically.

Emergency exits, alarms, and equipment must remain accessible and functional at all times.

4. Workplace Ergonomics Policy

Workstations and tasks must be designed to minimize ergonomic risks and prevent musculoskeletal disorders.

Employees may request ergonomic assessments or adjustments.

Manual handling tasks must follow safe lifting techniques and use mechanical aids when appropriate.

MANUAL OF IMS	Version	04
Section 1.1	Page	2/2
GROUP OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT POLICY		

5. Handling of Chemical and Biological Substances Policy

All hazardous substances must be labeled, stored, and handled according to Safety Data Sheets (SDS).

Employees working with chemicals or biological agents must receive appropriate training and PPE. Spill response procedures must be followed, and hazardous waste must be disposed of in accordance with legal requirements.

6. Fire Protection Policy

Fire detection and suppression systems must be maintained and inspected regularly.

Fire extinguishers must be accessible and serviced as required.

Employees must be trained in fire prevention, alarm activation, and evacuation procedures.

Combustible materials must be stored safely and away from ignition sources.

ADDITIONAL OHS OBJECTIVES

By achieving the main goal—continuous improvement of health and safety at work and meeting the existing requirements—we guarantee the achievement of the following additional objectives:

- Maximum satisfaction of the requirements of legal and other OHS rules in a way that minimizes risks to all staff, subcontractors, partners, and other interested parties
- Reducing risk—no jobs or activities with unacceptable risk
- Investing 0.5% of annual turnover in OHS improvements
- Minimizing the number of incidents
- Working with environmentally friendly and harmless materials, technologies, and equipment
- Continuous training and upskilling of staff in OHS

MANAGEMENT COMMITMENT

The management of the company ensures that:

- The organization has the necessary resources to build, maintain, and develop an OHS Management System
- The OHS management system operates in accordance with the requirements of **ISO 45001**.

Safety Slogan: "Safety by Choice, Not by Chance."

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Created:

Stanislav Dimov, Head of QM

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Approved:

Gianmarco Santucci, CEO