

Occupational Health and Safety Policy

One of primary goals of our Organization is to take care of the safety and health of our employees and collaborators, and to constantly raise standards in this area. The Elemental Group has committed to implement and observe applicable standards in the field of occupational health and safety based on ISO 45001:2018, as well as to provide adequate human, infrastructural and financial resources necessary for the effective implementation and maintenance of the occupational health and safety management system.

In particular, the Group and each of its Companies undertake to:

- involve the Management Board and the management team in OHS issues and define relevant responsibilities and powers;
- ensure compliance with legal requirements, national and international safety standards;
- establish OHS goals, as well as develop and promote a safety culture in order to effectively integrate health and safety management processes with business processes;
- take proactive measures in order to minimize the risk of accidents at work and occupational diseases by implementing relevant safeguard measures, training and control of work processes;
- carry out regular risk identification and assessment related to Companies' operations in order to effectively manage health and safety risks in the workplace;
- assess, on a regular basis, achieved results and monitor the OHS management system with a view of improving it;



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- support active involvement of employees and collaborators in the occupational health and safety management process by encouraging them to report suggestions, observations and inform about potential threats, as well as to involve the staff in the assessment of results of the OHS management system functioning and improvement;
- ensure proper competences and training of staff, as well as shape awareness and motivation of the team;
- act in compliance with the Health and Safety Policy also in relation to our suppliers and subcontractors, requiring them to observe relevant standards;
- ensure effective internal and external communication regarding OHS issues, so that stakeholders are aware of our goals and progress towards them.

The OHS Policy is an integral part of our Organization and is constantly available to all interested parties. All employees and collaborators are responsible for complying with its provisions and acting in accordance with the spirit of occupational health and safety at every stage of their work.



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