

HEALTH AND SAFETY POLICY

We are fully committed to ensuring the highest level of health protection across all segments of our business system.

In practice, we consistently apply the principle of the maximum possible protection of health and safety at work, for our employees, business partners, and all other interested parties.

By establishing, consistently implementing, and continuously improving the workplace health and safety management system, **FRIGO PAUN d.o.o.** ensures healthy and safe workplaces and strives toward a zero-risk level for employees, contractors, and visitors.

For the efficient and effective functioning of the workplace health and safety management system, **FRIGO PAUN d.o.o.:**

- Consistently applies all relevant laws and regulations as minimum requirements for establishing an occupational health and safety management system;
- Provides employees with information, instructions, necessary resources, supervision, and training;
- Encourages employees to take preventive actions aimed at reducing workplace risks to an acceptable level;
- Ensures and maintains safe facilities, working conditions, and equipment so that they pose minimal risk to the health and safety of employees;
- Acts preventively and implements measures to address emergency situations;
- Promotes occupational health and safety measures and principles to all third parties and gives preference to contractors who apply the same;
- Measures and improves performance factors that may affect employee health and safety;
- Incorporates occupational health and safety measures and strategy into the annual business planning process, including the review and provision of necessary resources for prevention and the promotion of safe working conditions.

Our commitment to achieving realistic goals in health protection and increasing workplace safety is also demonstrated through ensuring ergonomic working conditions and creating a pleasant working environment. In this way, we establish the prerequisites for full employee commitment to the responsible and safe execution of all operational business processes.

Through continuous employee education and specialized training, we raise the level of knowledge, awareness, and responsibility for the high-quality performance of business activities. By preserving and improving the quality of the working environment, we strive to further develop and strengthen the culture of safety and health protection.

Požega,
January, 2024

General manager

Petrović Paun

