STATEMENT OF THE MANAGEMENT FOR THE POLICY AND SAFETY OBJECTIVES

Our mission is to create such working conditions in the performance of the company's activities, which to the maximum extent meet the requirements of the legal and other norms in the field of health and safety at work (OSH).

By taking responsibility for building, maintaining and continuously improving the OHS Management System, management has declared the following basic principles underlying the OHS policy:

- **Compliance with the nature and extent of the risks** - we are aware of our responsibility and strive to ensure maximum health and safety at work, by adequately identifying the hazards, as well as assessing and managing the risks to the OHS;
- **Continuous improvement** - the main objective of the OSH system, which can be achieved through continuous monitoring of processes, reduction of disease risk, accidents and accidents at the workplace, as well as effective improvement of the OHS performance by undertaking appropriate and effective corrective and preventive measures;
- **Compliance with the applicable legislation** - the company is obliged to apply the current legislation as well as other requirements regarding the health and safety at work;
- **Documentation, implementation and maintenance** - the management undertakes to ensure documentation, implementation and maintenance of all processes;
- **Publicity and empowerment of people** - the management publicises the policy on OHS and the related objectives and strives to create the appropriate conditions, stimulating its collaborators for full participation and initiative in the implementation of the activities. The management believes that the most valuable resource of the company is the people. By managing their motivation and satisfaction, management seeks to create an atmosphere in which people are fully committed to achieving the company's goals with regard to OHS;
- **Consultation and participation of workers and employees 'representatives** - the management is committed to active participation of workers and employees' representatives, cooperation and exchange of information based on mutual trust and shared views on the importance of the OHS Management system;
- **Policy accessibility** - OHS policy is accessible to every employee as well as to all external stakeholders, and will be made available at any time and upon request;
- **Processed approach** - the company's healthy and safe working conditions are the result of interconnected basic and additional processes that are considered and managed as a system rather than on their own;
- **Factual approach to decision-making** - the communication system, document management and OSH recordings create a prerequisite for decision-making based on up-to-date information;

By achieving the main goal - continuous improvement of the healthy and safe working conditions in the company and meeting the existing requirements in this field - we guarantee the achievement of the additional goals we have set:

- Maximum satisfaction of the legal and other norms of the OHS in a manner that minimizes the risks for all personnel, subcontractors, partners, and all other interested third parties;
- Reducing the level of risk - There are no jobs and activities with unacceptable risk;
- To invest in OHS;
- Minimizing the number of incidents;
- Work with environmentally friendly materials, technologies and equipment that are harmless to human health;
- Continuous training and upgrading of the personnel's skills in relation to the OHS.

The company's management ensures that:

- the organization has the resources to build, maintain and develop a Health and Safety Management System;
- undertakes to take care that the established OHS Management System function in accordance with the requirements of ISO 45001.

Executive Director:

/Emil Nikolov/