

EMPLOYEE HEALTH AND SAFETY POLICY

The company's management has developed its Health and Safety Policy with a focus on ensuring the Health and Safety of its employees and carrying out any necessary corrective and preventive actions.

Through this Health and Safety Policy, the company is committed to:

- Full compliance with legislation and health and safety regulations for employees.
- Allocation of all necessary resources to reduce occupational risks and prevent work-related accidents and occupational diseases.
- Taking all necessary measures to address climate change.
- Full implementation, monitoring, and review of the Health and Safety procedures system in its entirety.
- Full implementation of the Health and Safety System with the participation of all company personnel across all its activities.
- Adaptation and continuous validity of the Health and Safety System in case of any changes in internal structure, activities, or facility equipment.
- Maintaining review records and analyzing the Health and Safety Plan in order to set continuous improvement goals.
- Ongoing consultation and communication with personnel on Health and Safety matters.
- Provision of the required resources for informing and training personnel on Health and Safety issues.
- Communication of the company's Health and Safety rules to all interested parties.

The Health and Safety System is the tool which the company implements, monitors, and updates its Health and Safety Policy, whenever required.

The credibility and recognition of the Health and Safety System are ensured through its certification by an Independent Certification Body according to the international standard ISO 45000:2018.

For the implementation of the Health and Safety Policy, the company considers the active involvement of employees essential in adhering to, developing, and documenting all the procedures provided by the Health and Safety System. All employees contribute significantly to the effective implementation and continuous improvement of the Health and Safety System.

Date: 24.04.2024

HiSCS S.M.S.A.