

## OCCUPATIONAL HEALTH & SAFETY POLICY

One of the company's primary goals is to provide a safe workplace for its personnel and all related employees of its partners such as customers, suppliers, contractors, subcontractors, business associates and any other visitors.

ElvalHalcor's main goal is "**No accidents and occupational illness**" and in order to achieve this the following principles are required by all of its employees and business partners.

- ✓ Cultivate a Health and Safety culture where all incidents and work-related illnesses can and must be prevented.
- ✓ Strictly comply with all applicable legislation and fully implement all company's corporate and internal policies and procedures regarding Health and Safety at workplace;
- ✓ Identify, evaluate and be informed regularly regarding Health and Safety risks at workplace and implement preventive measures aiming to eliminate them;
- ✓ Report and investigate in depth all incidents (accidents, near misses, unsafe situations and actions), and to implement appropriate corrective and preventive measures so as to avoid their reoccurrence;
- ✓ Communicate all Health and Safety issues to all stakeholders openly and with transparency;
- ✓ Recognize the significance of peoples' attitudes and behaviors on Health and Safety and provide continuous training to support Health and Safety knowledge and skills development, while encouraging their consultation and participation in all Health and Safety matters;
- ✓ Provide safe and healthy working conditions for the prevention of occupational injuries and illnesses;
- ✓ Continuously improve Health and Safety performance by engaging all stakeholders in the Health and Safety effort and integrate Health and Safety as a key element in all management process and corporate culture.
- ✓ Exert zero tolerance to deviations from the agreed Health and Safety regulations of all our employees and partners.

The commitment of every single employee and partner to safeguard Health and Safety "in all places at all times" is a prerequisite for continued employment and collaboration.

**Health and Safety is everyone's responsibility.**

### **Compliance**

ElvalHalcor shall comply with the provisions of the Health and Safety policy as well as national laws and regulations. Should there be differences between the content of this policy and the national laws or other applicable standards, the more rigorous requirements shall apply.

### **Governance and Accountability**

Responsibility for the implementation of this Policy and reviews lie with the top management of ElvalHalcor.