

## **HEALTH AND SAFETY AT WORK POLICY**

Health and Safety at work assurance is a deeply recognized and rational motivated responsibility for Sofia Med SA Management with a careful approach to the employees and to the society as a whole. It is determining for realizing of all the investment, ecological, technological and organizational day to day activities.

Taking this responsibility the Management of Sofia Med SA declares that:

1. The principle for assuring Health and Safety at all times in all work places and the continuous improvement of the working conditions are in complete accordance with the applicable legal requirements and the corporative instructions of Viohalco Group. They are a part of our corporate culture and key elements in all the management processes.

2. Our main goal is to reach zero number of accidents, professional diseases, injuries and incidents at work in purpose to keep the safety, health and prosperity of all the personnel including the subcontractors, working on the territory of Sofia Med. This will contribute to the sustainable high quality of our production and raise the satisfaction of our clients.

3. Individual responsibilities and tasks for all the employees have been created according to the company policy and their active participation in activities, connected with Health and Safety at work, is being stimulated.

4. Continuous and open dialog with the workers representatives is being held concerning the working conditions management via work of the Working Conditions Committee and Committee for Information and Interests Co-ordination.

5. Provision of all the necessary resources (financial, human and material) for guarantying of Health and Safety working conditions, prevention of injuries and illnesses of the workers is of a high priority.

6. Proactive approach of a Health and Safety management system is being applied based on:

- Periodical identifying of the dangers and assessment of the production risks with the participation of the personnel of Sofia Med SA in purpose to timely and efficiently management;

- Identifying, assessment and management of risks and possibilities, which influence the management system, in purpose to improve its effectiveness;

- Maintaining compliance with the legislative and other requirements in the field of health and safety working conditions;

- Monitoring of the working environment parameters; monitoring and analysis of the parameters for the system efficiency measurement;

- Continuous documented training and information exchange with employees and all third parties concerning the possible risks at work and methods for their elimination and limitation in purpose to enrich the knowledge and skills connected with the health and safety at work;

- Immediately investigation and reporting of all the incidents (accidents with and without lost days and near misses) in purpose to implement appropriate preventive and corrective measures which will prevent their reoccurrence;

- Regular inspections implementation by the Health and Safety at Work Department and Health and Safety at Work auditors team in purpose to guarantee compliance with the rules;

- Encourage the active participation of all the employees, and business partners also, in the initiatives connected with the improvement of the health and safety at work performance.

7. Demonstrates zero tolerance to the violation of the established health and safety rules in the company both by our employees and our partners.



8. Health and Safety at Work Management System has been created, implemented and certified, as a part of the integrated management system concerning Quality, Environment and health and Safety at Work, according to the International Standards ISO 9001, ISO 14001 and ISO 45001, and is in accordance with the requirements of applicable legislation, the corporative instructions of Viohalco Group, scientific and technical achievements and good practices.

9. Gradually implementation of the health and safety at work management system is an obligation and shared responsibility of all the Managers, specialists and workers, because the sustainable development and prosperity of Sofia Med SA is based on the good health, good work ability and high productivity of the people.

10. The implemented health and safety at work management system, responsible business practices and company programs are guarantee about economical sustainability and social security maintenance and for health and safety at work culture and company reputation improvement also.

For successfully implementation of the Health and safety at Work Policy the Management of Sofia Med SA requires from all the company managers and employees and from all the partners to demonstrate in daily work high professionalism and responsible behaviour concerning Health and Safety at work. Everybody also has to follow strictly the requirements written in the System's Documents and to participate actively in it functioning and development in order for it to be continuously improved.

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GENERAL MANAGER



/DR. IOANNIS PAPADIMITRIOU/

