

**OCCUPATIONAL HEALTH AND SAFETY POLICY
DECLARATION
of the Management of ORGACHIM AD**

We, the Management of ORGACHIM AD, are aware of our responsibility to develop a successful business, caring for the health and safety of people.

In this sense, we adopted the following principles:

- A health and safety care is integrated into the Company's overall business as well as its future development;
- A high standard of health and safety at work is maintained, exceeding, if possible, the requirements stipulated in the laws, regulations and other regulatory documents.

In compliance with the above principles, we commit ourselves to:

- To maintain and continuously improve the health and safety management system according to ISO 45001 as an integral part of the Company's overall management;
- To identify hazards, to assess risks, and to establish measures to continually improve the working conditions in order to achieve the ultimate goal of working without incidents, accidents and occupational illnesses, to define the objectives and tasks referring to the occupational health and safety yet at the stage of business decision-making process and to provide the necessary financial resources for their implementation.
- To develop, incorporate and produce products that have the least possible negative impact on human health and use state-of-the-art technologies and equipment to create safe workplaces.

Commitment to prevent illness and injury:

- To provide information, guidance, training and monitoring to all employees/workers in order to ensure their safety at work;
- To review the OHS policy periodically;
- To make the policy available to all stakeholders.

All employees/workers and workers of the Company are aware of this Policy. Every employee/worker working for or within the Company, within the limits of his/her professional competence, is required to fulfil his/her responsibilities regarding the Occupational Health and Safety and to inform accordingly about any identified non-compliance with the requirements of the Occupational Health and Safety Management System. Orgachim's Management is committed to taking appropriate measures to protect human health immediately.

25.01.2021

EXECUTIVE DIRECTOR.....


(R. Garbur)