



HEALTH AND SAFETY AT WORK POLICY

At Iskraemeco, d.d., we are fully aware of our responsibility to provide for the health and safety at work of all our employees, and of all persons involved in or affected by the company's processes, products and services. We strive to protect the health of all our employees and stakeholders, and are committed to ensuring continuous improvements in our working conditions and to the minimizing of the risk of injuries and health problems. Set goals will be achieved as defined below.

- Based on the policy, we set objectives, which we constantly monitor with the help of measurable indicators.
- All of our processes, products and services are planned in accordance with the legal regulations and standards which currently apply in the field of health and safety at work in Slovenia, in the EU, and in our customers' countries.
- The responsibilities of all employees – including the management team, leading staff, and each and every worker – for the implementation of the health and safety at work procedures are specified in the documents of the company's integrated business management system.
- The health and safety at work policy, which also serves as a Safety Statement, is periodically reviewed by the management. Internal audits of the occupational health and safety system are carried out regularly in accordance with the provisions of the standard ISO 45001, and the relevant internal documents.
- We provide and maintain safe working processes, equipment and premises which do not involve any risk in terms of health and safety at work. A plan of prescribed requirements and measures has been developed for implementation in the case of imminent danger.
- We develop safe systems, products, services and procedures on the basis of a detailed risk assessment, which is regularly reviewed in order to take into account any new hazard or change in risk level.
- The duties and responsibilities of the persons responsible for ensuring health and safety at work are carefully defined. Health and safety at work standards are maintained by regular training of all employees and introductory training for new staff, as well as by the provision of relevant instructions and information, and the monitoring of policy effectiveness.
- Iskraemeco's management team and leaders at all levels support the measures for implementing healthy and safe working conditions. We are constantly trying to increase the awareness, commitment and personal responsibility of all employees by setting a good personal example.

Kranj, 10 July 2020

Luis Goncalves
Chef Executive Officer

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