



HEALTH AND SAFETY POLICY AT WORK

Health and Safety at work is a fundamental part of all ASPIS SA activities aiming at ensuring health and safety at work, preventing accidents and encouraging the cooperation of all employees to this end. The company monitors and implements European and national legislation on health and safety at work, as well as international good practices for reducing risks at work.

ASPIS SA's Health and Safety Policy aims at:

- ✔ Protecting health and safety of employees and other stakeholders (e.g. shareholders, suppliers, contractors, customers etc.).
- ✔ Compliance with the applicable European and national legislation and international good practices and standards on health and safety at work.
- ✔ Systematic identification and assessment of risks at work and measures to prevent and / or reduce risks at workplace.
- ✔ Providing and maintaining an appropriate and safe workplace for all employees.
- ✔ Injuries, accidents and diseases shall be kept at a minimum level and operations shall be carried out in such a way as to prevent accidents and / or damage to equipment and facilities.
- ✔ Informing, training and raising the awareness of the company's employees on Health and Safety at Work.
- ✔ Clear reporting and understanding of all employees' safety responsibilities.
- ✔ Ensuring financial resources for the continuous development of new technologies and forms of working risk control in order to reduce risks at work.
- ✔ Ensuring all the required resources (equipment, forms, training, etc.) and procedures for establishing, reviewing and achieving objectives for Health and Safety at work.
- ✔ Promoting the compliance and implementation of good hygiene and safety practices at work by all stakeholders of ASPIS SA.
- ✔ Continuous improvement of procedures and practices related to business health and safety at work.

The company's health and safety policy at work is updated in the annual review by the Administration.

This company's policy is disclosed to every employee, implemented and supported by every employee of the company and is available to any stakeholder.