

## OCCUPATIONAL HEALTH AND SAFETY POLICY

By establishing, consistently implementing, promoting, maintaining and constantly improving the occupational health and safety management system in accordance with the requirements of the ISO 45001:2018 standard, MILŠPED continuously demonstrates leadership and dedication to preventing injuries and harm to health, and strives to attain zero risk for employees, contractors and visitors.

Great attention and support are given to the human and other resources needed to achieve constant improvement and the setting of new goals for occupational health and safety.

The target performances of the occupational health and safety management system are the following:

- zero fatalities or work-related injuries resulting in permanent disability;
- zero occupational and work-related diseases;
- design, implementation and maintenance of safe and healthy working conditions for all the employees, contractors and visitors;
- elimination and minimisation of the risk of danger and harm at work and in the work environment;
- elimination and decrease of incident frequency;
- performance of all work activities and processes in accordance with the applicable legal regulations and other requirements in the domain of occupational health and safety;
- dedication to consulting and participation of employees and their representatives in the setting and achievement of the OH&S goals.

MILŠPED builds a proactive culture through:

- implementation and constant improvement of the occupational health and safety management system through consultations with and the participation of employees, contractors and visitors;
- professional training, acquiring of new competencies, education, courses, availability of personal protective equipment for employees, contractors and visitors with a view to making such people aware of their individual obligations, avoid unsafe situations and prepared to readily respond to unexpected situations.

This Policy is available to all interested parties within and outside Milšped doo.

Krnješevci, 21/01/2021



Director  
Nebojša Iković