



# OCCUPATIONAL HEALTH AND SAFETY POLICY

We acknowledge our primary responsibility in establishing, preserving and continually improving the healthy and safe working environment, in order to sustain the high professional level of our activities and services.

Health and safety of the employees is of primary importance to us. In the interest thereof we are committed to achieve a high level of occupational health and safety performance.

We take efforts to eliminate the impacts of our activities which are harmful to human health and for the avoidance of accidents at work, in the interest of which we lay emphasis on steady development and prevention.

We pay special attention to making the practice of reliable occupational health and safety a common aim for every employee at all level of our organisation and for our subcontractors.

Our principles are:

- clear-cut and fixed responsibilities in the field of occupational health and safety;
- ensuring of resources necessary for health and safe work performance;
- constantly following up and application of legislation related to occupational health and safety, compliance with internal regulation;
- minimising of impacts potentially damaging health, early realization, elimination and prevention of occupational health and safety hazards;
- training and informing of employees and subcontractors to maintain safe and healthy work conditions;
- making employees aware of the requirements of safe work performance and to take into account their proposal at decision making;
- performing our activities by taking into account identified occupational health and safety risks and opportunities.

The occupational health and safety is a part of our Integrated Management System, in which we regularly evaluate our operation and determine objectives and programs for its continuous improvement.

20<sup>th</sup> November, 2020

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Scott Macdonald  
General Manager  
Intertoll Limited