



Health and Safety at Work Policy

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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, solutions 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.

The following measures have been taken:

Based on the policy, we set objectives, which we constantly monitor with the help of measurable indicators. Our targets are zero workplace injuries and short-term absenteeism below 3.6%, with annual reduction goals published in our Health and Safety report.

All our processes, products and services are planned in accordance with the legal regulation's standards and other requirements which currently apply in the field of health and safety at work in Slovenia, in the EU, and in our customers' countries. Our Health and Safety actions are closely aligned with our commitment to sustainability.

The responsibilities of all employees – including the management team, leading staff, and each 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.

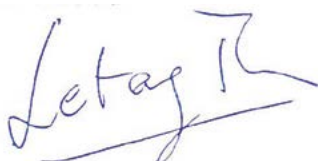
We develop safe systems, products, services and procedures based on a detailed risk assessment, which is regularly reviewed in order to take into account any new hazard or change in risk level.

The duties and responsibilities of the persons responsible for ensuring health and safety at work is 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. Selected staff receive CPR and first aid training, becoming qualified to assist in emergencies. For visitors, we provide a pamphlet with key health and safety information to ensure their safety on-site. We are committed to consultation and participation of workers and workers representatives.

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.

In Kranj, on 19.9.2024

Iskraemeco, d.d.,
Thomas Petuaud-Letang,
Executive Director



Iskraemeco, d.d.,
Bahaeldin Baioumy,
Executive Director

