

Translation from Bulgarian into English

Letter-head of E. Miroglio EAD

## OCCUPATIONAL SAFETY AND HEALTH POLICY

The senior management of **E. MIROGLIO EAD (SP(JSC))**, officially declares its Occupational Safety and Health Policy, which has been documented, implemented, maintained and announced to each level of the organizational structure of the company in a understandable language, and made available to access by the parties concerned.

**In order to carry out this Policy, the company invests its efforts in the following directions:**

- Observation of the national and international laws and regulations.
- Aspiration for continuous improvement and performance of all applicable requirements of OHSAS 18001:2007 and ISO 45001:2018 via designing, maintenance and continuous improvement of the Occupational Safety and Health Management System.
- Regular revision of the Policy, and if required an update for the purpose of its continuous improvement, considering the legislative changes, as well as the approved requirements of the parties concerned;
- Provision of adequate information to all its employees or parties concerned regarding the Policy approved.

**Guiding principles of the management of E. Miroglio EAD when implementing the Policy:**

- Provides healthy and safe labour conditions for its employees,
- Application of policy for reducing the risk of major failures and mitigation of the consequences, making every effort to prevent any accidents which can potentially cause injuries to people or harm the environment.
- Provides possibilities for increase of competences, development and motivation of the staff with adequate training, information and instructions to all employees, visitors and contractors.
- Develops corporate culture where all E. Miroglio EAD employees share the same commitment.
- Provides healthy and safe labour conditions by stipulation of rules and monitoring of the observation of such rules;
- Consults and discusses matters concerning the health and safety at work with its staff.
- Ensures compliance with the regulations as provided by law regarding working hours, breaks and paid leaves.
- Ensures adequate and timely payment of salaries, taxes and social-security contributions.
- Opens new job positions;



- Maintains beneficial relationships with the public and the local authorities, business associations, educational and expert institutions, etc.;
- Discloses the company business activity to the public through its website.

**The employees of E. Mirogljo EAD** fully collaborate in the implementation of this policy:

- Work safely and efficiently, observing the stipulated rules, the information and training provided in compliance with the procedures and the legal obligations;
- Immediately report on actual or potential incidents, accidents or situations which may result in damages or injuries.
- Take part in the investigation of accidents or injuries, collaborate during the investigation and in the application of prevention measures.
- Observe the good hygiene practices in the premises.

**In order to achieve the goals of the Occupational Safety and Health Policy of E. Mirogljo EAD, the management has delegated the responsibilities and tasks, as follows:**

- Internal specialized team that provides information on the effectiveness of the Occupational Safety and Health Policy;
- Internal team – Occupational health service – performs measurement of the work environment factors and prepares a file for each workplace connected with the healthy and safe labour conditions of the workers in E. Mirogljo EAD. Prepares an analysis of the health condition of the staff.

In order to apply these principles E. Mirogljo EAF has implemented and maintains a Occupational Safety and Health Management in accordance with OHSAS 18001:2007 and ISO 45001:2018.

The Occupational Safety and Health Policy is implemented using the “Policy and Procedures Manual on Occupational Safety and Health” of E. MIROGLJO EAD.

Date: October 25<sup>th</sup>, 2018

Chief Executive Officer “E. Mirogljo” EAD:.....

/Gaetano Rimini/

*Signature illegible*

*Seal: E. Mirogljo EAD Sliven*

*I, the undersigned Ekaterina Shtereva Georgieva, verify the truthfulness of the translation from Bulgarian into English of the document enclosed which is Occupational Safety and Health Policy of E. Mirogljo EAD, performed by me. The translation consists of two pages.*

Translator:

Ekaterina Shtereva Georgieva

