

POLICY ON SAFE AND HEALTHY WORKING CONDITIONS

In Geotechmin OOD, we recognize that our employees are the driving force for the development of our company activities, and thus our main objective is **to provide safe and healthy working conditions in a continuous and comprehensive manner.**

In all aspects of our activities, we are committed to the well-being of our employees, clients and the public and we strive for constant improvement of their welfare in compliance with the best available practices.

In order to achieve this aim:

- We take care of people's health and safety by providing good working conditions and promoting proper behavior at all organizational levels.
- We create conditions for active participation and dialogue with the personnel in solving health and safety problems and we ensure continuous improvement of the working environment.
- We always act in conformity with the Bulgarian legislation, and we maintain a level of admissible risk in hazardous operations by using the latest available technologies and equipment.
- We apply structured preventive management through which we endeavor to be an organization with no occupational diseases, serious accidents, injuries and other incidents.
- Our employees take responsibility for their own activities and support the company policy in exercising their individual and collective rights and obligations.
- We use risk assessment as the basic tool for solving health and safety problems at work.
- We introduce the necessary work manuals that contain the requirements for work safety.
- We provide the resources necessary for the implementation of the set objectives, and we apply the best available technological and managerial methods.
- We regularly provide all company employees with information, training and instructions concerning the safe execution of all types of activities.
- We consider incidents to be a challenge towards continuous improvements for the benefit of the whole organization.

(signed by)

Dr. Eng. **Tzolo Voutov**
President