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	Declaration of the Management on Quality, Environment and Occupational Health and Safety Policies	Version 6 Date: 17.01.2022	

Translation from Bulgarian

OCCUPATIONAL HEALTH AND SAFETY POLICY

In Geotechmin OOD, we are aware that our employees are the driving force for development of our company activities. Therefore, 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 society at large and we continuously strive to improve working conditions in line with the best available practices.

In order to achieve this, we take the following actions:

- We take care of people's health and safety by providing good working conditions based on state-of-the-art technologies and equipment.
- We create conditions for active participation and dialogue with the personnel in solving health and safety problems, thus ensuring continuous improvement of the working environment.
- We integrate the requirements of the Occupational Health and Safety Management System into the organization's business processes by applying a systematic approach.
- We always act in accordance with the Bulgarian laws and all relevant normative requirements.
- We strive to avoid or limit all risks and hazards to acceptable levels, taking into consideration the specificity of the company's activities.
- We use risk assessment and apply well-structured preventive management as a basic tool for solving work-related health and safety problems, through which we endeavor to be an organization with no occupational diseases, serious accidents, injuries and other incidents.
- We take responsibility for our own activities and support our corporate policy in exercising our individual and collective rights and obligations, and introduce the relevant instruction manuals describing the operational requirements for ensuring safe working conditions.
- We provide the required resources to accomplish our goals and objectives using the best available technological and managerial methods.
- We build a strong culture of health within our organization by regularly providing all employees with information, training and instructions concerning the safe execution of all types of activities.
- We consider accidents a challenge for us to make continuous improvements for the benefit of the whole organization.

Dominic Hamers
Executive Director