

Occupational Health and Safety Policy



Based on the Corporate Social Responsibility Policy of VAIDER GROUP AG and in accordance with the legislation of the Republic of Serbia, Srpska fabrika stakla DOO Paraćin (hereinafter referred to as: SFS), as member of VAIDER GROUP AG, adopt the following Occupational Health and Safety Policy.

In SFS, we are aware, and we accept our responsibility to ensure the occupational health and safety of our employees and all individuals impacted by our operations. In furtherance of this responsibility, we are firmly committed to the continuous improvement of safe and healthy working conditions, the mitigation of risks associated with injuries and health impairments, the elimination of hazards, and the reduction of risks pertaining to occupational health and safety.

The management of the company is committed to ensuring that all employees and individuals engaged in any work or activities related to the company's operations are subject to supervision and adhere to the requirements of applicable laws and regulations, as well as internal policies and guidelines.

The Occupational Health and Safety Policy has been adopted by the management, which communicates its commitment to this policy to all employees through education, training, and the establishment of defined objectives.

We affirm that safety and health represent a shared value embraced and supported by all employees.

Our activities are directed towards achieving the following objectives:

- Ensuring continuous compliance with statutory requirements in the field of occupational health and safety.
- Establishing the responsibility of employees for the implementation of occupational health and safety procedures as defined by the company's internal regulations, extending from management and all supervisors to every employee within the company.
- Providing a safe working environment and safe equipment for all employees and individuals performing tasks or activities related to the company's operations to reduce risks.
- Ensuring appropriate training and raising awareness of occupational health and safety to enable employees to identify and prevent risks and to ensure their own safety as well as the safety of others.
- Identifying hazards and defining measures to eliminate hazards at their source and reduce risks to occupational health and safety.
- Implementing measures to prevent workplace accidents, injuries, and health impairments, and

managing risks associated with injury or health hazards for employees.

- Executing projects related to health promotion.
- Enhancing the culture of safety and fostering awareness that everyone is responsible for their own safety and the safety of others.
- Conducting internal audits to ensure compliance with legal and company requirements concerning occupational health and safety.
- Promoting collaboration and consultation with employees to facilitate the continuous improvement of working conditions, thereby preventing workplace accidents and the deterioration of employees' health.

In implementing processes, we are guided by the following principles:

- Establishing a safe working environment free from heightened risks to the health and safety of all participants, while considering the permanent or temporary health limitations of employees.
- Ensuring the provision of ergonomically appropriate tools and equipment, along with their proper utilization.
- Providing clear and adequate instructions for safe work practices, accompanied by supervision to ensure compliance.
- Supplying appropriate personal protective equipment and ensuring its correct and effective use.

The management is committed to the continuous improvement of the effectiveness of the occupational health and safety system.

We will ensure the provision of appropriate conditions, as well as the necessary technical and financial resources, for the implementation of the occupational health and safety policy.

We will regularly review the policy and adjust it to any changes in legal requirements, technology, or the work environment, in order to maintain the highest standards of occupational health and safety.

Our Occupational Health and Safety Policy is available to all interested parties on our website: www.sfsparacin.com.

Paraćin, January 2025

Mirko Meža,
General Director/CEO