OCCUPATIONAL HEALTH, SAFETY, HUMAN RIGHTS AND WORKING CONDITIONS POLICY

Obligations:

The company's management is committed to a policy that allows all work activities to take place safely and with all possible measures to eliminate or at least reduce risks to the health, safety and well-being of workers, contractors, authorized visitors and anyone else who may affect the business. Human rights must be respected in all aspects of business.

Management will provide and maintain as many as possible:

- ✓ Machine safety, workplace ergonomics, general safe working environment
- ✓ Secure safe operating systems
- ✓ Safe handling of chemicals and substances, inclusive storages in a safe state
- ✓ Premises and facilities for the benefit of workers
- ✓ Fire protection systems, fire protection training and drills and maintaining of fire protection equipment
- ✓ Emergency preparedness on highest level by constantly managing risk assessment, contingency planing, workers trainings and drills
- ✓ Information, instruction, training and supervision, it is reasonably necessary to ensure that each worker is safe from injury and health risk
- ✓ An obligation to meet at least the legal requirements relating to the organization and other requirements accepted by the company and which are related to the identified risks.
- ✓ Respect land, forest and water rights and oppose forced eviction
- ✓ Use private or public security forces to protect the business project if, due to a lack of training or control on the part of the company, the deployment of the security forces may lead to violations of human rights.
- ✓ Commitment to preventing injuries and damage to health and continuously improving our performance through effective management of occupational safety and health.

Workers: Every worker has an obligation to:

- ✓ Works in accordance with safe modes of work to prevent damage to yourself and others and damage to equipment and gear
- ✓ Takes care of the health and safety of yourself and others
- ✓ Use personal protective equipment and clothing where it is intended
- ✓ Adhere to all management instructions related to health and safety
- ✓ Does not abuse or interfere with anything provided for health and safety at work
- ✓ Report all accidents and incidents at work immediately, regardless of the severity of the consequences
- ✓ Report any known or identified risks to your supervisors or superiors

Employees are the greatest value of the company, therefore:

- ✓ We respect human rights
- ✓ We take into account all applicable legal requirements, including appropriate remuneration for work performed
- ✓ Prevention of forced labor, employment of children, illegal overtime work and trafficking in human beings through appropriate procedures
- ✓ We ensure non-discriminatory treatment of all employees without harassment in the workplace
- ✓ We care about safety and health in the workplace
- ✓ We do not oppose freedom of association and collective bargaining
- ✓ We respect Ethical recruiting, Women's rights, rights of minorities and indigenous peoples
- ✓ We promote diversity, equity and inclusion and respect the rights of minorities and indigenous peoples
- ✓ We promote the principle of free, prior and informed consent (FPIC)
- ✓ We share and value the same values from our suppliers and sub-suppliers

Use of this policy:

We strive for the cooperation of all employees, clients and other persons. We encourage proposals to achieve our goals in the field of health, safety, human rights and working conditions to create a fair, healthy and safe work environment without accidents.

This policy applies to all business activities and functions, including situations where workers must work outside the work environment.

Vrhnika, 24.07.2026 CEO: Andraž Brodnjak