

13 March 2024

## **OCCUPATIONAL HEALTH AND SAFETY, AND ENVIRONMENTAL POLICY**

Our company, VELEBIT-PROMET d.o.o., stands for quality, delivers value, and builds trust. Our focus on clients' needs and their satisfaction with our service are the values we uphold.

We have translated our years of experience and broad understanding of road transportation into our service:

- transport and handling of heavy and oversized cargo.

Our goal is to remain one of the leading companies in this field, recognized in Croatia and Europe alike for the quality, reliability, and professionalism of our service. In light of the rapidly changing demands of our clients, we offer solutions tailored specifically to them, whilst maintaining our services at the highest possible level.

We cannot achieve this alone. We believe that our employees are our most valuable resource. That is why we continuously strive to ensure a pleasant and zero-accident work environment, where there are no workplace accidents, work-related injuries, occupational diseases, or work-related illnesses. It is also important to us that our work activities do not have a negative impact on the environment and that they contribute to mitigating climate change.

We achieve all of this by:

- recognising occupational health and safety, and environmental risks, and devising and implementing measures to ensure that they are avoided or mitigated;
- monitoring the latest occupational health and safety, and environmental legal regulations and other requirements, and ensuring compliance with them in all business segments;
- raising awareness and training employees so that they are willing and able to prevent, recognize, and avoid situations hazardous to health and the environment at their place of work;
- openly communicating with all parties interested in occupational health and safety, and environmental issues;
- respecting the opinions of employees and their representatives, and consulting with them when making decisions related to occupational health and safety;
- procuring and implementing protective equipment that guarantees a high level of occupational safety for our employees;
- procuring and using machinery, equipment, and devices that ensure a high level of safety at work and that either do not create or create less of a negative environmental impact;
- organising regular periodic health checks for our employees;
- implementing responsible management practices for our own assets and the assets of our clients, to avoid or reduce the possibility of damage;
- responsible waste management, natural resource management, and energy management.

We also regularly set ambitious, measurable, and achievable occupational health and safety, and environmental objectives. We carefully plan their attainment, aligning our process objectives with our overall business objectives. This ensures that in everything we do, we focus on our employees and the environment.

Our operations are aligned with the requirements of the international standards SCC<sup>P</sup>: SCC-VAZ 2021, ISO 45001:2018 and ISO 14001:2015. Our integrated management system, which we use to manage occupational health and safety, and environment, is built on the principle of continuous improvement. That is why we continually follow and embrace the best global occupational health and safety, and environment management practices. We continuously seek new ways of improving and making our work more efficient.

A blue ink signature of Danijela Andesilić is written over the company name and address. The signature is fluid and cursive.

**VELEBIT-PROMET**  
d.o.o.  
**DUGO SELO, Industrijska 5**  
Danijela Andesilić  
CEO