

The company **Palladio East** has defined its “policy” in this regard and undertakes to ensure that it is implemented at an operational level, updated and shared among all employees, as well as made available to the public and any other requesting party.

Respect for the protection of occupational health, workplace safety and the environment constitutes the basis of the company’s operating strategies and concerns the entire organisation in regards to the pertinent activities and processes that are planned and implemented in the context of the “Production of packaging for the pharmaceutical industry”.

We undertake to guarantee:

- the protection of occupational health and safety, guaranteeing suitable working conditions in this regard, with the aim of preventing accidents and breaches on the matter of health;
- the protection of the environment, also for the purposes of preventing pollution;
- the fulfilment of our obligations for conformity with legal and other requirements;
- the elimination of hazards and the reduction of OH&S risks;
- the constant improvement of the management system for the protection of occupational health and safety, as well as the environmental management system;
- the involvement of and consultation with employees and their representatives.

The essential premises underlying our business are:

- compatibility with the surrounding environment and the protection of employees and the population against any adverse environmental effects;
- the prevention and protection of employees and all other interested parties against risks inherent to occupational health and safety to which they may be exposed;
- compliance with legal regulations in force on the matter of occupational health and safety and/or identified environmental impact factors, and likewise the non-binding regulations to which Palladio adheres on a voluntary basis;
- the definition of responsibilities, across the entire organisation, in the context of managing occupational health and safety and protecting the environment;
- a commitment to the constant improvement of prevention and measures in the context of occupational health and safety and environmental protection;
- the availability of the necessary human, technical-material and economic resources.

The above is implemented every day through the definition of objectives and well-defined tasks geared toward further improvement and implemented within the context of systems that comply with the requirements of standards ISO 45001 and ISO 14001.

## Guiding principles

### **a. Products, processes, technologies and management of resources**

We develop and release onto the market our products, taking into account their quality for the purpose of reducing their environmental impact as much as possible and preventing accidents and the manifestation of illnesses to the detriment of any interested parties.

We use the best economically accessible technologies.

We undertake to carefully manage energy and ensure the optimised use of resources and raw materials.

### **b. Minimisation of risks relating to occupational health and safety and the environmental impact**

We have undertaken to evaluate, monitor, eliminate and reduce the impact of our activities on various components inherent to occupational health and safety and the environment in relation to the identified risks and magnitude of the environmental impact factors.

### **c. Training, involvement and consultation**

We plan and organise training sessions to provide our employees with the necessary skills to perform and control their allocated tasks in a safe and responsible manner.

In order to encourage the commitment and participation of all workers, we periodically arrange informative meetings with the support of suitable communication means. We also implement procedures that guarantee consultation with workers, also through their representatives.

### **d. Suppliers**

Suppliers are involved in achieving objectives for the improved protection of occupational health and safety, as well as the environment, through the products and/or services requested from them.

### **e. Emergency situations**

In order to effectively address potential accidents and other unexpected events, we have implemented suitable behavioural procedures in the event of emergencies, with a focus on the concept of prevention through risk analysis and the adoption of adequate measures to contain their consequences.

### **f. Information and communication**

We inform employees about the risks inherent to health and safety, as well as the environmental aspects of our activities in order that they are aware of the importance of their role and conduct in the workplace.

We undertake to encourage an open dialogue with all interested parties, thus guaranteeing the transparency and reliability of data and information.

**The Director of Palladio East d.o.o.**

*Pera Todorović*

