

occupational health and safety policy

Kaolin EAD is a company with a leading position in the sector of the industrial minerals in Southeast Europe. Our goal is to create assets and value for our employees and shareholders, while at the same time contributing to the prosperity of the local communities in the regions in which we operate. Our main subject of activity is research, development, extraction, processing and production of industrial minerals - kaolin, quartz sand, dolomite, feldspar, limestone and others. Our company is a key provider of innovative solutions applied in the ceramic, glass, paper, construction, foundry, chemical and fodder industries.

The Senior Management declares that the Occupational Health and Safety Policy is within the defined scope of the Occupational Health and Safety Management System (OHSMS) and is appropriate to the subject of the activity, the nature and magnitude of the risks involved, which are connected to the health and safety at work. The effective management and maintenance of a healthy and safe work environment is an extremely important element of our corporate social responsibility strategy.

Following our strategy, we are committed to:

- implementation of the activities in a way ensuring the preservation of the health and safety of employees, subcontractors, suppliers and



visitors;

- maintaining fruitful relations with customers, suppliers, state and public institutions;
- implementation of actions for increasing the motivation, participation and engagement of the staff;
- promoting and building a culture of safe behavior of the staff in the performance of the work activities;
- consulting and participation of the workers and workers' representatives;
- identification of the existing risks to the health and safety, elimination of the dangers, reduction of the risks for the Health and Safety Policy and prevention of diseases and injuries;
- encouraging the application of good practices;
- providing appropriate methods for effective exchange of information with parties interested, for undertaking corrective action;
- analysis of incidents occurred and

the effectiveness of the actions taken;

- increasing the effectiveness of OHSMS;
- continuous improvement of OHSMS;

In order to achieve the goals and to maintain and continuously improve the Health and Safety Management System at work according to the requirements of ISO 45001: 2018 and the current legislation, we provide:

- financial resources;
- trained staff;
- reliable organization;
- vehicles, machines and tools of the latest generation;
- monitoring and measuring the parameters of the working environment;
- conditions for empathy and engagement of each employee.