

Environmental, Health, Safety and Sustainability

FHI "Zdravlje" AD is committed to business practices that promote socially and environmentally responsible economic growth. This commitment is based upon the following beliefs:

- Everyone has the right to a safe and healthy working environment.
- We earn the right to operate by effective protection and management of the environment.
- All injuries, incidents and environmental releases are preventable.
- Compliance with all applicable laws, regulations, and other requirements that protect the environment, health and safety is fundamental to our well-being.
- By striving for excellence in environment, health, safety and sustainability we also protect, enhance and create business value for our Company.

These beliefs are consistent with our Mission and Vision and form the foundation for Zdravlje Environmental, Health, Safety and Sustainability Policy and the Company EHS Management System.

All Zdravlje employees, as well as customers, contractors, consultants and visitors to Zdravlje owned and/or operated locations are required to comply with this Policy and actively support its implementation by:

- Taking personal responsibility for the safety and welfare of themselves and others as a condition of employment.
- Ensuring that they have the knowledge, tools and processes needed to perform their work safely and protect the environment.
- Following all the company procedures and rules that protect the health and safety of individuals and the environment.
- Promptly reporting incidents and proactively correcting conditions and behaviors in the workplace that could harm individuals or the environment.
- Participating in our EHS program and contributing to its continuous improvement.

By doing so, you will help Zdravlje attain our long-term goal: Healthy and safe workplace, without injuries, without incidents and without environmental releases, with sustainable growth and use of natural resources.

Kiren L. Naidoo
CEO



Leskovac,
16.06.2021.

Bojan Jović
Managing Director & COO



Version 1.0

Politika zaštite životne sredine, zdravlja, bezbednosti i održivog razvoja

FHI "Zdravlje" AD je posvećena poslovnoj praksi koja promovira društveno i ekološki odgovoran ekonomski razvoj. Ova posvećenost se bazira na sledećim uverenjima:

- Svako ima pravo na bezbedno i zdravo radno okruženje.
- Stičemo pravo da poslujemo tako što efikasno štitimo i upravljamo životnom sredinom.
- Sve povrede, incidenti i zagađenja životne sredine se mogu sprečiti.
- Usklađenosti sa važećom zakonskom regulativom, smernicama i drugim zahtevima koji štite životnu sredinu, zdravlje i bezbednost su osnova naše dobrobiti.
- Težeći da budemo najbolji u zaštiti životne sredine, očuvanju zdravlja, bezbednosti i održivom razvoju mi takođe štitimo, unapređujemo i stvaramo poslovne vrednosti za našu Kompaniju.

Ova uverenja su sastavni deo i osnov naše Misije i Vizije i Politike zaštite životne sredine, zdravlja, bezbednosti i održivog razvoja i kompanijskog EHS menadžment sistema.

Svi zaposleni Zdravlja, kao i klijenti, izvođači radova, konsultanti i posetioци u objektima i proizvodnim lokacijama Zdravlja su dužni da poštuju ovu politiku i aktivno podržavaju njenu primenu tako što:

- Prihvataju ličnu odgovornost za sopstvenu bezbednost i dobrobit, kao i bezbednost i dobrobit drugih kao uslov za rad.
- Obezbeđuju posedovanje dovoljno potrebnog znanja, alata i procesa da svoje zadatke obavljaju na bezbedan način i da štite životnu sredinu.
- Poštuju sve kompanijske procedure i pravila koja obezbeđuju zaštitu zdravlja i bezbednost pojedinaca, kao i zaštitu životne sredine.
- Izveštavaju o incidentima odmah i proaktivno koriguju nebezbedne uslove i ponašanja u radnom okruženju koja mogu dovesti do povređivanja ili zagađenja životne sredine.
- Učestvuju u EHS programima i doprinose njihovom kontinuiranom unapređenju.

Poštujući napred navedeno, pomoći ćete da Zdravlje ostvari svoje dugoročne ciljeve: zdrava i bezbedna životna sredina, bez povreda, bez incidenata i bez zagađenja, uz održiv razvoj i domaćinsko korišćenja prirodnih resursa.

Kiren L. Naidoo
Izvršni direktor



Leskovac,
16.06.2021.

Bojan Jović
Generalni direktor i
Izvršni direktor Operacija



Verzija 1.0