

## Health and Safety Policy

Highly productive, enthusiastic and motivated staff are our greatest capital. Our motto of **"We're all in the same boat!"** reflects the fact that we can only be a winner in the competition for customers if we put in a perfect team performance.

The DONECK EUROFEX S.A. HR policy is geared around mutual respect, a desire to perform, and intense involvement of staff through transparency and communication. We want to promote a basis of **responsibility and a team mindset** in a trusting work environment, and offer our staff fair conditions in a performance-based setting. The management strives for an exchange with HR representatives (who are elected by the staff), and social dialogue.

Systematic further **training and the promotion** of personal, job-related talents are key components of HR development. We are very focused on our staff's advanced education, and endeavour to open up career prospects for young people as part of the training courses. Wherever operationally possible, we also advocate a better work/family balance and active health promotion for our staff.

Our staff's **occupational health and safety** is our number one priority, and we follow the principle of **"Safety First!"**. The safety of our employees and facilities take preference over production and delivery reliability!

Our **occupational health and safety scheme** is permanently assessed and enhanced from a preventive perspective using the **ISO 45001:2018** occupational health and safety management system introduced in 2010. All employees are called on to eliminate workplace accidents and critical incidents through active co-operation, adherence to operational/safety rules, personal involvement in the improvement process, and proactive, responsible actions. The company considers itself responsible for offering its staff a workplace and job which comply with modern standards, particularly in terms of workplace safety & ergonomics. Employee health is everyone's greatest asset. After all, the company also benefits from having a healthy, satisfied workforce.