



Occupational health and safety policy

Good working conditions and safety are one of the primary concerns of company management, as together with profitability, information security, quality and environmental protection are an integral aspect of its responsibilities. Good business policy is to ensure safe and healthy work inside the company and to market our best service to the clients.

The occupational health and safety management policy of "St. Panteleimon" is aimed at continuously improving working conditions, in accordance with Bulgarian and European legislation and achieving increasingly higher staff satisfaction with the work performed.

To implement this policy, the management has focused its efforts on the following areas:

- Prevention – implementing measures before the occurrence of work accidents and occupational diseases.
- Effectiveness – developing programs, processes and methods to identify risks and take adequate measures to protect employees and visitors.
- Integrated occupational safety and health activities for the prevention of accidents and for environmental protection.
- Activity and involvement of employees at all levels.

The creation and maintenance of healthy and safe working conditions are implemented through the following specific activities:

- Providing equipment that meets occupational health and safety standards and requirements.
- Ensuring safety of own technological processes, including the use of equipment.
- Normalization and periodic measurement of working environment parameters.
- Application of collective and personal protection equipment.
- Sanitary and domestic services – in accordance with the nature of the activity, the number and composition of the staff.
- Health care - using regular preventive medical examinations.
- Providing ergonomic workplace.
- Training and instruction on H&S issues.

AS THE CEO OF STM "ST. PANTELEIMON" LTD., I DECLARE MY PERSONAL PARTICIPATION AND RESPONSIBILITY FOR IMPLEMENTATION OF THE DECLARED OCCUPATIONAL HEALTH AND SAFETY POLICY

Dr. Vladimir Kostov