



# Health and Safety Policy

## 1. Introduction

**C-MAC** is committed to maintaining a safe, healthy, and sustainable working environment for all employees, contractors, and visitors. This policy outlines the company's approach to health and safety.

We are dedicated to ensuring the well-being of all individuals on our premises, preventing workplace injuries and ill-health, and mitigating risks associated with work activities. We aim to foster a workplace culture where safety is a shared responsibility across all levels of the organization.

## 2. Commitment to Health and Safety

**C-MAC** acknowledges the importance of health and safety as part of our commitment to sustainable business practices and the broader social and environmental responsibility.

We strive to:

- Prevent accidents, injuries, and health hazards associated with the work environment with a 'zero accidents' goal.
- Promote continuous improvement in health and safety performance through regular monitoring, audits, and assessments.
- Provide comprehensive training, resources, and support to our employees to ensure compliance with health and safety regulations.
- Ensure that all operations align with legal, regulatory, and ethical standards, particularly focusing on human health, workplace conditions, and the broader social impacts.
- Provide adequate personal protective equipment (PPE) wherever needed to minimize physical and chemical risks.
- Perform fire evacuation drills and provide fire safety training.
- Provide health and safety instructions where hazardous materials are used.
- Ensure machine safety mechanisms are implemented and workplace ergonomics are adequate for all employees.

### 3. Governance and Compliance

**C-MAC** is fully committed to ensuring we meet all applicable health & safety laws, regulations and standards:

- We will adhere to all national and international health and safety regulations, including but not limited to local labour laws, the EU Occupational Health and Safety Directives, and international best practices.
- We maintain robust governance structures to oversee the implementation and monitoring of health and safety policies. This includes reporting health and safety performance at the executive level, ensuring proper resources and accountability.
- The Board of Directors, in collaboration with management, will regularly review the effectiveness of this policy, making adjustments to improve safety outcomes and ESG performance where necessary.

### 4. Environmental and Social Impact

As part of our environmental, social, and governance (ESG) goals, we recognize the interconnectedness of health, safety, and sustainability. Our objectives include:

- **Environmental Safety:** Ensuring that all activities are conducted in a manner that minimizes harm to the environment. We aim to reduce hazardous substances in the workplace and ensure that all waste disposal practices follow environmental protection standards.
- **Social Well-Being:** Addressing the social aspects of health and safety by promoting equality, fairness, and inclusion within the workplace. We encourage a safe, supportive environment where all employees feel valued and respected.

To achieve this, we have set specific targets, which include:

- Reducing workplace accidents and incidents year-over-year.
- Maintaining employee well-being through employee satisfaction surveys and appropriate actions, safe working hours, and access to necessary health services.

## **5. Risk Management and Preventive Measures**

**C-MAC** employs a risk-based approach to identify, assess, and manage health and safety hazards across our operations. This includes:

- Regular risk assessments, identifying physical, chemical, and ergonomic risks.
- Implementing preventive measures such as:
  - Safety training programs
  - Emergency preparedness drills
  - Use of personal protective equipment (PPE)
  - Establishment of safety committees with employee representatives

We prioritize a proactive approach to preventing health and safety incidents by actively monitoring and evaluating risks.

## **6. Reporting and Transparency**

**C-MAC** is committed to transparency in health & safety reporting and will:

- Regularly report on health and safety metrics, including the number of incidents, types of injuries, and absence rates due to health issues.
- Provide transparent data about our safety performance and corrective actions to stakeholders in Management review reports, safety committee reports and/or sustainability reports.
- Ensure that our health and safety data is accurate, comprehensive, and aligned with requirements on health and safety practices.

## **7. Employee Engagement and Consultation**

**C-MAC** believes that the active involvement of employees is crucial for promoting health and safety standards. We encourage:

- Open communication channels regarding health and safety concerns.
- Employee participation in safety committees and regular consultations to identify potential risks.
- Training programs that enable employees to identify hazards and take proactive steps to mitigate them.

## 8. Training and Development

To uphold the highest health and safety standards, we commit to:

- Providing ongoing training and development for all employees, ensuring they understand and comply with health and safety procedures.
- Offering specialized training for high-risk roles and activities.
- Implementing ongoing review mechanisms to ensure that training content remains current and relevant to our health and safety goals.

## 9. Conclusion

At C-MAC, health, safety, and sustainability are central to our business operations. We understand the broader impact of our work on the environment, society, and the well-being of our workforce. This policy reflects our commitment to continuous improvement in health and safety, aligned with national regulations. We are dedicated to creating a safe, healthy, and supportive workplace for all.

**Effective date: 30/06/2025**

**Signed:**

Riwan Tamic

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