

Bucim Occupational Health and Safety Policy

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Policy Statement

The Company is committed to providing safe and healthy working conditions in order to prevent work-related injuries and ill health and to protect the life and health of employees and other persons who may be exposed to risks associated with its operations.

Occupational health and safety is an integral part of the planning, decision-making, and execution of all business activities. The Company systematically identifies hazards, assesses and controls risks, and implements measures to eliminate or reduce them.

The Company is committed to complying with applicable legal and other requirements, consulting with and ensuring the active participation of employees and their representatives, as well as continually improving its occupational health and safety management system and performance.

Objectives

The Company is committed to:

- providing safe and healthy working conditions appropriate to the nature, scale, and risks of its activities;
- complying with applicable legal, regulatory, and other occupational health and safety requirements;
- systematically identifying hazards and assessing and controlling risks;
- eliminating hazards where possible and reducing risks in accordance with the hierarchy of controls;
- preventing occupational injuries, occupational diseases, and work-related ill health;
- providing adequate resources, equipment, organization, and professional support for the implementation of occupational health and safety measures;
- ensuring employee competence, awareness, and appropriate training;
- ensuring consultation with and participation of employees and their representatives in matters related to occupational health and safety;
- ensuring preparedness and appropriate response to emergencies and extraordinary situations;
- ensuring the reporting, investigation, and analysis of incidents and accidents in order to prevent their recurrence;
- establishing and monitoring appropriate occupational health and safety objectives and indicators;
- continually improving the occupational health and safety management system, working conditions, and performance.

Scope

This Policy applies to all organizational units, operational sites, processes, activities, and employees of the Company.

Its principles also apply to contractors, subcontractors, suppliers, visitors, and other persons performing activities or present at sites under the Company's control, to an extent appropriate to their activities and exposure to risks.



Additional Applicable Documents

The Policy is implemented in accordance with:

- applicable occupational health and safety legislation;
- the Law on Labour Relations;
- the Law on Health Care;
- the Law on Mineral Resources;
- applicable secondary legislation, permits, and other mandatory requirements;
- the Company's internal acts, risk assessments, procedures, and work instructions;
- the Integrated Management System Policy;
- the requirements of ISO 45001 and other relevant standards and good practices, where applicable..

Main Text

Hazard Identification and Risk Management

The Company systematically identifies hazards and assesses risks associated with work processes, equipment, materials, the work environment, and the organization of work. In managing risks, priority is given to eliminating hazards and, where this is not possible, to reducing them through appropriate technical, organizational, and other preventive measures. Risk assessments are reviewed in accordance with applicable requirements and whenever significant changes occur in processes, technology, equipment, or working conditions.

Provision of a Safe and Healthy Work Environment

The Company provides working conditions that minimize risks to health and safety. Workplaces, equipment, and work processes are organized, used, and maintained in accordance with applicable requirements and established control measures.

Particular attention is given to physical, chemical, biological, ergonomic, and psychosocial risks, as well as other workplace factors that may affect health and safety

Personal Protective Equipment

Where risks cannot be adequately eliminated or controlled through other measures, the Company provides appropriate personal protective equipment in accordance with the risk assessment and the nature of the work.

Employees are trained in the proper use, storage, and maintenance of personal protective equipment and are required to use it in accordance with the established rules.

Training, Competence and Awareness

Друштвото обезбедува вработените да имаат соодветни знаења, компетенции и обука за безбедно извршување на работните задачи.

Обуките се организираат согласно работното место, природата на активностите, проценетите ризици и применливите барања и се обновуваат кога тоа е потребно поради промени во работните процеси, технологијата, опремата или регулативата.

Вработените се поттикнуваат активно да ги препознаваат и пријавуваат опасностите и да придонесуваат кон унапредување на безбедносните практики.



Consultation and Participation of Employees

The Company ensures that employees and their representatives are appropriately informed, consulted, and involved in matters relating to occupational health and safety.

Employees are encouraged to report hazards, unsafe conditions, incidents, and suggestions for improvement to enable the timely implementation of appropriate preventive and corrective measures.

Management of Change and Contractors

When introducing new or modified processes, technologies, equipment, materials, or organizational changes, the Company considers the potential impacts on occupational health and safety and determines appropriate risk management measures in a timely manner.

Risks associated with the activities of contractors and subcontractors are identified and controlled in accordance with applicable requirements and the Company's internal rules.

Emergency Preparedness and Response

The Company establishes and maintains appropriate procedures for preparedness and response to emergency and extraordinary situations that may pose a risk to people's life and health.

For this purpose, the necessary plans, equipment, responsible personnel, and communication mechanisms are provided, while preparedness is periodically tested through training and practical exercises.

Occupational Health and Psychosocial Risks

The Company takes appropriate measures to protect employees' physical and mental health from work-related risks.

In accordance with applicable requirements and assessed risks, preventive measures, health surveillance, and activities for the timely identification and management of factors that may adversely affect employees' health are provided, including workload, fatigue, and psychosocial risks.

Monitoring, Analysis and Continual Improvement

The Company monitors and evaluates the effectiveness of the occupational health and safety management system through appropriate audits, inspections, assessments, incident analyses, and monitoring of relevant indicators.

Incidents, accidents, and significant unsafe conditions are reported and analyzed in order to determine their causes, implement corrective measures, and prevent recurrence.

The results of monitoring and analyses are used for the continual improvement of the system, working conditions, and safety performance.

Final Provision

Effective occupational health and safety management is a shared responsibility of management and employees and forms an integral part of the Company's day-to-day operations.

Through a preventive approach, timely identification and management of risks, appropriate training, and active employee participation, the Company is committed to the continual improvement of safety, health, and working conditions.

Definitions

Hazard – a source or situation with the potential to cause injury or ill health.

Occupational Health and Safety Risk – a combination of the likelihood of occurrence of a hazardous event or exposure and the severity of the potential injury or ill health.

Incident – an event arising out of or in connection with work that resulted in or could have resulted in injury or ill health.

Personal Protective Equipment (PPE) – equipment intended to be worn or used by an employee to provide protection against one or more hazards to their health and safety.

Psychosocial Risk – a risk related to the organization, content, or conditions of work that may adversely affect an employee's mental or physical health.

Revision History

Date	Version	Description of change
14.11.2024	1.0	Creation
12.08.2026	2.0	Content revised