

	Health and Safety Policy	Compiled by:	Resnik, A.	Doc. No.: 25-4-ESG-PAX-HS
		Approved by:	Terzić, S.	Version: 1.0
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Health and Safety Policy PAX svečarna Stele d.o.o.

The safety and health of employees, external companies and guests staying on our premises is our priority, and continuous development in this area results from our values. Our company constantly strives to minimize the number of accidents at work, occupational diseases and improve work ergonomics. In accordance with our values, we commit to:

- Systematically improving the occupational health and safety qualifications of all employees, including conducting mandatory and additional training,
- Engaging all employees in activities for occupational health and safety to ensure safe and healthy working conditions,
- Taking broad preventive measures aimed at eliminating threats, reducing risks, preventing accidents at work, near misses and occupational diseases,
- Ongoing monitoring of the condition of the work environment, including employee exposure to noise, vibrations, hazardous chemical substances and taking actions to reduce exposure,
- Ensuring safe and secure working conditions,
- Taking actions aimed at continuous improvement of the state of health and safety and treating concern for employee safety as paramount values,
- Creating a company culture that minimizes exposure to stress.

We fulfil our assumptions by:

- Compliance with the Health and Safety Policy, established rules and all compliance obligations, including legal and other requirements,
- Raising the safety awareness of PAX svečarna Stele d.o.o. employees,
- Providing resources to implement the Health and Safety Policy.

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The Board and management of PAX svečarna Stele d.o.o. declare that it is fully aware of and responsible for the effectiveness of the above actions, assure that it will supervise the care for safety, and the actions taken will be maintained and continuously improved.

It is also ensured that this policy is understood, applied and maintained at all levels, and our employees are obliged to know and comply with this Occupational Health and Safety Policy, which has been clearly and legibly communicated to our employees and remains permanently available to all employees associated with PAX svečarna Stele d.o.o.

<i>Kamnik, 23.4.2025</i>	PAX Svečarna Stele, d.o.o. 1241 Kamnik, Bakovnik 3 tel&fax: 01 8392-339 <i>stamp</i>	 <i>Sandro Terzić, director</i>
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