

## **OCCUPATIONAL HEALTH AND SAFETY POLICY**

Acknowledging that its people are its most important asset, the Management of MEL MACEDONIAN PAPER MILLS S.A. constantly strives to ensure proper occupational health and safety conditions, fostering an environment that will help its workforce be more efficient.

With this policy, MEL's Management commits to taking appropriate action to prevent occupational injuries and diseases, while its ultimate goal is to create a safe work environment that will ensure that its people feel comfortable. It shall take all necessary measures to ensure the safety not only of its employees, but also of those who visit the company's facilities or perform subcontracted work within company premises.

The company's immediate priority is to focus on eliminating occupational hazards identified in the workplace and, where it is not technically or financially feasible to replace the equipment, to perform the necessary technical checks, identify the hazards and provide the necessary personal protection equipment to those exposed to each risk.

With this statement, MEL's Management undertakes to comply with applicable national and European laws and regulations on occupational health and safety.

Adopting the principles of international standard OHSAS 18001:2007 on which its Occupational Health and Safety Management System was based, MEL's Management commits to continually strive to improve the system's performance, using quantitative and qualitative targets. In this direction, it welcomes all employees to submit suggestions to the Occupational Health and Safety Committee through their representatives.

25/06/2021

Managing Director,

