

## **OCCUPATIONAL HEALTH AND SAFETY / ENVIRONMENTAL POLICY**

The common aim of Fompak, with its entire staff including (national / international personnel) its senior management and personnel, is to achieve full compliance with and ensure constant development of its Occupational Health and Safety and Environmental management systems in all aspects of its product and process design and production and service activities, in line with the expectations and needs of the organization, its employees, all internal / external issues and interested parties.

The company has prescribed a series of principles for this purpose:

- Maintain an Occupational Health & Safety and Environmental Management System that is supported by senior management, embraced and upheld by all employees, controlled and reviewed as necessary, open to participation from stakeholders, increase to Occupational Health and Safety/ Environmental performance and constantly updated,
- Fulfill Occupational Health & Safety and Environmental obligations, especially legal requirements, towards customers and other stakeholders, all interested parties primarily the national and international requirements,
- Place occupational safety first to establish accident-free workplaces and systems to minimize loss and damage in the event of an emergency,
- Ensure compliance with occupational safety, environment and ergonomics targets in product and process design, as well as in material changes in production processes,
- Protect human resources from injury and health impairments due to workplace accidents and environmental accidents,
- Conduct effective risk assessment to mitigate Occupational Health and Safety / Environmental risk,
- Control and minimize waste generation and associated environmental impact,
- Within the context of the organization, to assess the effects of all potential pollution and to ensure protection of the environment by taking the necessary precautions,
- Encourage and support recycling and usage efficiency-oriented efforts to minimize consumption of energy and all of environmental natural resources,
- Raise awareness among employees and suppliers on environmental issues and establish of occupational safety culture and environmental awareness and to follow up good practices,
- Prioritize recyclable raw materials and low-impact technologies in product and process design, production and other activities.

