



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM POLICY of DALEKOVOD j.s.c. AND ASSOCIATED COMPANIES

The Dalekovod Group here consists of: DALEKOVOD jsc, DALEKOVOD Ltd and DALEKOVOD OSO Ltd. The scope of the occupational health and safety management system in the DALEKOVOD Group is: the manufacture, sales, construction, supervision and design of electric power transmission lines and electric power-stations up to 750 kV, suspension and jointing equipment, railway facilities, roads, buildings, sports facilities, lighting, telecommunications lines and poles, lighting poles and halls, steel and other load-bearing structures, equipment of civil engineering and electric installations, and the provision of anti-corrosive metal protection.

Each Dalekovod Group company adopts its health and safety management system policy according to its scope and in accordance with all the principles of this Dalekovod Group policy.

Significant occupational security requirements are present in all our business activities and work. Our commitment is that all our work processes are planned, organized, and carried out in accordance with the requirements of the standard, legislation, contractual obligations and our own written procedures with special attention to preparedness for prevention injury and ill health of employees, and to continuously improve OH&S management system. The managements of the companies are committed to continuous compliance with legal and other requirements in order to eliminate risks, replace them, effectively control them and reduce all risk effects. We consider legal and other requirements as basic assistance in our policy to increase health and safety at work. We are committed to consultation and participation of workers in the occupational health and safety management system, and to involving workers representatives in reviewing risks according to legal requirements and other risks and opportunities according to the requirements of the standard. We are committed to proactive and preventive action with the aim of eliminating and replacing the way of working that carries too much residual risk. The management of the companies emphasize that the successful implementation of health and safety at work is a highly valuable contribution to the business results and reputation of each company.

The Managements of organizations have defined a common policy of the occupational health and safety management system related to workers, subcontractors, visitors, associates, citizens, and other interested parties of work processes, with which they are committed to provide a framework for a healthy and safe working environment and to follow the goals:

- △ Development of an environment in which health and safety risks are controlled in order to prevent injuries and occupational diseases with the consultation and participation of workers.
- △ Continuous investment in education and personal training of workers, implementation of new technologies and processes with the aim of reducing risk in all work processes and workplaces.
- △ Maintaining partnerships with customers, suppliers, and subcontractors by achieving long-term and successful business while meeting all requirements in the field of occupational health and safety
- △ Satisfying customer needs and finding the best business solution with full compliance with all legal, ethical, and contractual obligations.
- △ Ensuring competitiveness and preventing injuries and stress in order to raise the level of safety culture.

In accordance with the policy of the occupational health and safety management system, company managements will continuously evaluate non-compliance states that increase risk and improve them through elements of management system, resources, work technology and employee behavior, using a basic hierarchy of measures to eliminate hazards and reduce risk.

Zagreb, R:16, D: 02.05.2024.

President of Management Board Dalekovod jsc	Director of Dalekovod MK Ltd	Director of Dalekovod OSO Ltd
Eugen Pač-Karega	Vlado Sičaja	Ante Blagović
		