

**Aware of our responsibility, the management and the employees are committed to continuous improvement of the occupational safety and health system management and consequently to the improvement of the working environment:**

- by observing legal and other requirements relating to the occupational safety and health aspects, and continuously improving the effects of safety and health at work;
- by providing a safe working environment and safe work equipment to all employees and persons carrying out work;
- to prevent possible risks of injuries at work or deterioration of health condition of employees by communicating rules, instructions and clear information for safe work and safe work procedures;
- to define security measures according to the abilities of eliminating risk at its source, risk reduction, implementation of technical and organisational measures and use of personal protective equipment;
- by implementing safety measures achieve constant reduction of the risk of injuries or health impairments of employees and provide the employees with safe and pleasant working environment according to the nature of work by using appropriate, flawless and ergonomic work equipment;
- to report about all injuries at work and investigate them, adopt appropriate corrective measures and reduce identified risks at work by applying preventive measures;
- to use appropriate work equipment and resources, which ensure safe work of workers, making sure that every employee works in accordance with instructions and procedures;
- to inform all employees in theory and in practice about the method of implementation of safe work at their work place, about handling dangerous chemicals, about hazards / incidents at work place, about risks, safety measures, duties and responsibilities of individuals to ensure the safety and health of all employees;
- by raising the safety culture and the awareness that each person is responsible for their own safety and the safety of others;
- by carrying out preventive and periodical health examinations and designating employees to such workplaces that match their health condition;
- to monitor the establishment of a safe working environment with periodical measurements of the work environment;
- to periodically monitor, measure, report about the functioning of the occupational safety and health system, including the improvement objectives and programmes;
- ensure fire protection of employees and property by purchasing and maintaining appropriate equipment and by providing unobstructed emergency exits;
- to regularly assess the occupational safety and health condition, and take action in the direction of prevention and constant improvements;
- committed to consultation and participation of workers and workers representatives on topics related to occupational health and safety;
- to continuously complement the safety statement with regard to statutory amendments in work processes;
- to constantly train and raise awareness of all employees and external partners about the importance of safety and health at work;
- the policy is a public document and is available to all interested parties.
- MLM follows the regulations that prohibits the work of children and young workers, allows freedom of association and collective bargaining and prohibits all forms of harassment and discrimination.
- MLM respects the principles of fundamental human rights and prohibition of modern slavery (slavery, servitude, forced or compulsory labour, human trafficking).