

OCCUPATIONAL HEALTH AND SAFETY POLICY

The Management of MEL - MACEDONIAN PAPER MILLS S.S.A., moving from the international standard OHSAS 18001: 2007 to ISO 45001: 2018 on which the Occupational Health & Safety Management System is based, defines the company's operating framework and continues to recognize that the most important asset that it has is its people. It constantly tries to ensure the right conditions for health and safety at work, thus creating the conditions so that its people are more efficient, and the other interested parties of the Company are satisfied.

With this policy, MEL's management commits to taking the necessary actions to prevent occupational accidents and occupational diseases through the recognition of risks and at the same time opportunities, to improve both the health and safety of employees and the current system. Its ultimate goal is to create a safe working environment that will ensure the comfortable stay of its people in it. It will take all the necessary measures to achieve the safety not only of its employees but also of those who visit the company's facilities or perform subcontracted work within the company's activity.

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 ISO 45001:2018 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,