



OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM POLICY

CONNECTING WORLDS, BUILDING THE FUTURE

Dalekovod Group is committed to planning, organizing and implementing all work processes in accordance with the requirements of the standard, the legislator, and Dalekovod's written procedures. Special attention is paid to the readiness to prevent injury and employee illness, as well as work on continuous improvement of the health and safety management system.

The Health and Safety at Work Management Policy refers to all levels in the Dalekovod Group.

Dalekovod Group consists of: Dalekovod d.d.; PROIZVODNJA MK i OSO d.o.o.; CINČAONICA USLUGE d.o.o.; DALEKOVOD – PROJEKT d.o.o.

Scope of the health and safety management system in Dalekovod Grupi is: Design, manufacture, sales and installation of electric power transmission lines and electric power-stations up to 750 kV, railway and highway supporting objects, sport buildings and building constructions, telecommunication lines and towers, steel and other bearing structures, equipment for civil engineering and electric installations, as well as suspension and jointing equipment. Provision of anti-corrosive metal protection.

The Management of the Group has established the policy of managing the health and safety of employees, contractors, customers, visitors, associates, citizens and other work process members in order to provide healthy and safe working environment where the following goals are being followed:

- △ Development of an environment where health risks are controlled to prevent injuries and occupational diseases.
- △ Continuous investment in education and personal training of employees, implementation of new technologies and processes with a view to reducing risks in all work processes and workplaces.
- △ Maintaining partnerships between key customers and suppliers, achieving long-term and successful business while meeting all health and safety requirements.
- △ Meeting customer needs and finding the best business solution while fully respecting all legal, ethical and contractual obligations.
- △ Ensuring competitiveness and preventing injuries and stress in order to raise the level of safety culture.

The described policy is the framework for setting and evaluating systems targets, with particular attention to inclusion of general and specific objectives of health and safety at work in business planning process.

All employees of Dalekovod Group, regardless of their position within the company, are responsible for implementation of the policy, which is available on the notice boards in the field of activity of the Group.

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President of Management Board Dalekovod jsc
Tomislav Rosandić