

## Health & Safety at Work Policy of the TeraPlast Group

At TeraPlast we strive to excel in all aspects of our business, therefore the health & safety (H&S) at work policy highlights our commitment to ensuring safe working conditions for our employees and for delegates and visitors who have access to the companies of the Group, and their health and safety is the key to our success. This is why we invest in state-of-the-art technology, secure programs, and safe processes for our employees.

We manage health and safety at work and emergency situations according to the ISO 45001 standard, which is implemented and certified by recognized certification bodies. The integrated quality – environment – health and safety at work management systems cover all the activities of the companies in the TeraPlast Group, and the H&S component provides the management with the guarantee of control over the health and safety of employees and other people who work within the companies of the Group.

To ensure safe and healthy working conditions, we identified the hazards for the activities we carry out, assessed the risks according to the severity and probability of occurrence of hazards, and taken measures to eliminate or reduce the risks in to prevent the occurrence of work-related accidents and illnesses. We monitor the work environment through measurements carried out by authorized laboratories with metrologically verified equipment and take the required measures to protect the health of our employees.

To transpose the established measures, we drafted and displayed H&S instructions specific to each activity we carry out. We regularly review and improve our risk assessments and instructions to ensure that the measures in place are effective and proactive. Through periodic tests we assess the knowledge and understanding of these measures by all employees.

We train and encourage employees to carry out their work in safe conditions, to know the risks and measures to prevent work-related accidents and illnesses. Depending on the activity they carry out, employees are provided with personal protective equipment and specific working equipment and are trained on their importance and correct way of use. In addition, we monitor compliance with these instructions by our colleagues. Delegates who have access to the premises of the companies of the Group go through specific training for the activities they carry out within our companies.

To consult with employees and ensure their involvement, each quarter and whenever necessary, meetings of the Internal Health & Safety Committee (CSSM) take place, attended by workers or their representatives. The committee analyzes how legal requirements are applied, employees' health, the effectiveness of measures established to prevent work-related accidents and illnesses, the working conditions, and the responsibilities of all employees.

We have taken all the necessary measures for the protection and evacuation of people in the event of an emergency, and we have specialized personnel for intervention who benefit from specific periodic training. We also continuously train new colleagues so that we always have an adequate number of people trained in the field of emergency situations.

All persons working within the companies of the Group are encouraged to report any inappropriate behavior or situations they consider dangerous, through the communication channels established internally by specific procedures, or through the integrity warning system (“Whistleblower”), depending on the situation. The personnel are periodically informed of the existence of these means of communication.

Through inspections and internal audits, we assess compliance with regulatory requirements in the field of health and safety at work, fire prevention and fire extinguishing, and emergency situations, and through continuous supervision of the activities by workplace managers, we ensure that employees comply with the established measures and that they work safely.

We report the status of implementation of our actions through the Annual Activity Report drawn up according to legal requirements, as well as through the voluntary annual Sustainability Report.

Administrator  
Alexandru Stănean



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