

KRANOVE-RN LTD

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HEALTH AND SAFETY POLICY

Introduction

Kranove-RN LTD is dedicated to providing a safe and healthy working environment for all employees, contractors, visitors, and stakeholders. This Health and Safety (H&S) policy outlines our commitment to eliminating hazards, reducing risks, and ensuring compliance with ISO 45001 standards and all applicable legal and regulatory requirements.

Objectives

The objectives of our H&S policy are:

- To prevent injuries, illnesses, and accidents in the workplace.
- To foster a culture of safety and proactive risk management.
- To comply with all relevant health and safety legislation and industry standards.
- To continually improve our health and safety performance.

Engagement

We strive to maintain and improve our organisation's health and safety culture. To achieve our goals, we will:

- Implement a zero-incident culture regarding health and safety and prevent or reduce harm to personnel and property.

- Develop and implement occupational health and safety (OHS) plans at all our sites.
- Conduct regular health and safety risk assessments, including risks to communities.
- Investigate all incidents and implement corrective actions.
- Develop and implement health and safety management systems at all our construction and operational sites.
- Ensure continuous improvement in health and safety.
- Raise awareness of health and safety and provide appropriate training and supervision.
- Comply with relevant legislation and applicable Good International Industry Practices (GIIP).
- regularly review organisational policies, plans, and procedures for OHS.

Requirements

Through their daily actions, professionalism, and initiative, every employee plays a key role in the company's Health and Safety Policy, with the primary goal of zero injuries causing disability or fatalities. Most incidents can be prevented and are due to human error, and we will create a safe working environment aimed at achieving Zero Injuries through management accountability, individual responsibility for health and safety, effective management, providing appropriate training, and mitigating risks before undertaking any activity that could expose workers to a hazardous environment. The specific requirements of this policy are:

- Health and safety management - The management will be responsible for ensuring fully functional Health and Safety Management Systems (HSMS), including all necessary plans and procedures, occupational health and safety plans, health and safety performance indicators
- Health and Safety culture - Management will ensure the implementation of a 'zero harm' culture in the workplace to eliminate health and safety risks and promote safe practices both at work and when employees return to their home environment
- Good international industry practice and legal requirements –
 - Develop appropriate health and safety practices in line with good international industry practices.
 - Comply with legal requirements and ensure that all procedures and permits are in place to meet the specific legal requirements of the country

- Responsibility - Management must demonstrate commitment by ensuring that appropriate financial and human resources are available for implementing and maintaining health and safety management systems. Managers, supervisory staff, and site supervisors are responsible for occupational health and safety. Workers are responsible for:
 - Ensuring their own health and safety, as well as the health and safety of others in the workplace.
 - Complying with health and safety guidelines, such as safe work procedures and using personal protective equipment provided by management.
 - Contributing ideas, suggestions, or observations for improving occupational health and safety continuously.
- Education –
 - Management will ensure that all individuals performing tasks that may affect occupational health and safety (OHS) are adequately trained to perform the relevant tasks.
 - Management will ensure that all sites have proper training programs to build OHS capacity, and these programs are conducted regularly as needed.
- Monitoring –
 - Management will ensure that all sites have procedures for regular monitoring and measurement of OHS performance.
 - The procedures will include data recording, reporting, and incidents (including accidents, non-compliance reports, and near misses). Maintaining historical data to measure performance and enable subsequent corrective and preventive actions is essential.
 - Monitoring will include performance levels against the objectives and targets set for each site.
- Communication – Management will be responsible for ensuring that all employees and contractors have access to this Policy and that it is communicated and adequately understood.

Legal compliance

Kranove-RN complies with all legal requirements related to occupational health and safety, regularly reviewing its policies to ensure they remain in line with the latest Bulgarian and international legislation. In case of any changes or discrepancies with applicable laws, our procedures are immediately updated to ensure full

compliance. This includes adherence to workplace safety laws, employee well-being, and emergency response.

Policy review

This H&S policy will be reviewed annually or as needed to reflect changes in legislation, industry standards, or company operations. It will be communicated to all employees, contractors, and stakeholders and made available on the firm's website and other accessible locations.

Date: 16.01.2024

Approved and signed by:

