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POLICY STATEMENT
ON OCCUPATIONAL HEALTH AND SAFETY

Lemacons S.R.L. has implemented, certified, and maintained the Occupational Health and Safety Management System in accordance with the SR EN ISO 45001:2023 standard.

As CEO of Lemacons S.R.L., I assume responsibility for the effectiveness of the Occupational Health and Safety Management System implemented within the organization.

Our OHS management system is subject to continuous improvement and has as its main objectives safety, prevention of illness risks, and prevention of workplace accidents. The Occupational Health and Safety Policy Statement of our organization clearly defines responsibilities for all personnel, ensuring that every level of the organization identifies, communicates, acts upon, and reports non-conformities and incidents related to workplace safety.

To achieve the objectives, the commitment consists of:

Top Management:

- Approves the Health and Safety Policy;
- Approves the Occupational Risk Assessment Plan regarding workers' health and safety;
- Provides the necessary resources and strategic direction.

Occupational Health and Safety Expert:

- Prepares the Occupational Risk Assessment Plan regarding workers' health and safety, as well as the OHS Policy;
- Coordinates the implementation of the Occupational Health and Safety Policy;
- Carries out audits, inspections, and risk assessments concerning the use of technical equipment, tasks, and work organization in the field of OHS;
- Reports OHS non-conformities and incidents to the company's management;
- Establishes prevention and protection measures aimed at eliminating and/or reducing risks;
- Ensures the implementation and compliance with OHS requirements in accordance with the SR EN ISO 45001:2023 standard.

Project Managers / Site Managers / Worksite Supervisors:

- Ensure that subordinate personnel comply with safe working practices;
- Provide training and enforce site-specific safety rules;
- Monitor daily operations to identify hazards and corrective actions;
- Identify, communicate, act upon, and report non-conformities and incidents related to workplace safety;
- Take action to prevent the occurrence of OHS non-conformities.

Employees:

- Comply with all occupational health and safety instructions and procedures;
- Properly use personal protective equipment (PPE);
- Promptly communicate and report hazards and/or incidents in the field of OHS;
- Participate in training and awareness programs.

Subcontractors and Visitors:

- Must comply with the site's health and safety rules and cooperate with the organization's OHS procedures;
- Are required to attend introductory training sessions prior to commencing activities.

We will achieve these objectives through:

- Ensuring that the Policy is known, understood, and implemented;
- Employing appropriately qualified, competent, and experienced personnel and providing training for employees to continuously improve skills, achieving awareness and knowledge of the management system and relevant information for the functioning of processes;
- Proactively reducing identified risks and ensuring the health and safety of employees;
- Identifying, reporting, investigating, and resolving non-conformities and incidents, and taking action to prevent their occurrence;
- Fulfilling all relevant occupational health and safety requirements at all locations where we operate.

Delegate the Occupational Health and Safety Expert for the design, implementation, maintenance, and improvement of the Occupational Health and Safety Management System, with the authority and responsibility to ensure the implementation of system requirements. The Expert shall coordinate the objectives in the field of Occupational Health and Safety and report on the functioning of the system for the purpose of analysis and improvement.

Each employee has the obligation to be aware of the objectives related to occupational health and safety and the requirements of the implemented management system, and to make continuous efforts to improve their knowledge and performance.

The Policy Statement establishes a clear framework of responsibility, ensuring that duties are documented, communicated, and reinforced through training, audits, and continuous improvement measures.

The Occupational Health and Safety Policy Statement is implemented and maintained within the organization and communicated to all employees and interested parties by being displayed at the organization's premises.

I will periodically review and update the Policy Statement to ensure that it remains relevant and appropriate for the organization.

CEO
Constantinescu Alin

SC LEMACONS S.R.L.