



# Safety and Occupational Health Policy

*"Our goal is to achieve zero harm in the workplace- physically and mentally."*

## **ACG SAFETY AND OCCUPATIONAL HEALTH POLICY**

### **Vision for Accon Group:**

Zero harm: Our goal is to achieve zero harm in the workplace- physically and mentally.

At Accon Group, we are committed to providing a safe and healthy work environment for all employees, contractors, visitors, and the community. We recognize that maintaining a safe and healthy work environment is essential to our success and sustainability. Therefore, we have developed the following Safety and Occupational Health Policy to guide our actions and decisions:

### **Commitment to Compliance**

We are committed to complying with all applicable laws, regulations, and industry standards related to occupational health and safety. We will continually monitor and update our policies and procedures to ensure compliance with current legal requirements and best practices. (EU - Directive 89/391/EØF and national laws and regulations).

### **Employee Involvement and Training**

We recognize that the active participation of employees is essential to the success of our safety and health program. We are providing comprehensive training to all employees to ensure they have the knowledge and skills necessary to perform their jobs safely. Through the Safety Committee, we promote a positive safety culture by recognizing and rewarding safe behaviors, encouraging employee participation in safety initiatives, and fostering open communication about safety concerns. Training sessions are conducted yearly, focusing on emergency response, hazard recognition, and safe work practices.

### **Hazard Identification and Risk Assessment**

We are systematically identifying and assessing workplace hazards to eliminate or control risks to the greatest extent possible. We will regularly conduct inspections and audits to identify potential hazards and take prompt action to address them.

### **Reporting Hazards and Incidents**

We have established clear procedures for reporting and investigating workplace incidents, accidents, and near misses. We are using incident data to identify trends, root causes, and opportunities for improvement, and take corrective actions to prevent recurrence.

### **Emergency Preparedness and Response**

We have developed and are maintaining emergency response plans to effectively respond to emergencies and protect the safety and health of employees and the surrounding community in case of such as fires, natural disasters, and medical incidents. We are conducting regular drills and exercises to test the effectiveness of our plans and ensure that employees are prepared to respond appropriately in an emergency situation.

### **Contractor and Visitor Safety**

We will ensure that contractors and visitors are aware of and comply with our safety policies and procedures while on our premises. We will communicate our expectations for safety and provide appropriate supervision and support to contractors and visitors to prevent accidents and injuries.

### **Continuous Improvement**

We are committed to continuously improving our safety and health performance through regular review, measurement, and evaluation of our policies, procedures, and practices. We will set objectives and targets for safety and health improvement and regularly monitor our progress towards achieving them. Key performance indicators (KPIs) are tracked monthly to ensure we meet our goals.

### **Communication and Engagement**

We will communicate our Safety and Occupational Health Policy to all employees, contractors, visitors, and other stakeholders. We will encourage open communication and feedback on safety matters and actively engage with employees and stakeholders to promote a culture of safety and continuous improvement. Communication channels include regular meetings, newsletters, and an open-door policy for reporting concerns.

### **Leadership and Accountability**

Management at all levels will demonstrate leadership and accountability for safety and health by setting clear expectations, providing necessary resources, and actively promoting a culture of safety.

### **Implementation**

This policy applies to all employees, contractors, and visitors of Accon Group and subsidiaries. It is the responsibility of every individual to adhere to this policy and contribute to the achievement of our safety and health objectives. New employees and contractors receive a thorough orientation to ensure they understand and comply with our safety standards.

### **Review and Revision**

This policy will be reviewed regularly to ensure its effectiveness and relevance. Necessary revisions will be made to reflect changes in circumstances, technology, and best practices.

By adhering to this Safety and Occupational Health Policy, we will create a safe and healthy work environment where everyone can thrive and contribute to our collective success.