



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

Safety and Occupational Health Policy



ACG SAFETY AND OCCUPATIONAL HEALTH POLICY

Vision for Accon Group:

Accon Group has established clear Health & Safety objectives, including a target of Zero accidents. Progress is monitored through key performance indicators, regular risk assessments, and workplace inspections, ensuring continuous improvement and transparency across the Group.

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/EEC with amendments and national law 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 accidents and incidents 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 accidents. 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. Progress and results are monitored through Group-wide H&S KPIs and disclosed annually in Accon's Sustainability Report.

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.

This policy should be read in conjunction with Accon's Code of Conduct and Labour Rights Policy, which together form the foundation of our commitment to safe and fair working conditions.

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.