

Health and Safety Policy Statement

This is the Statement of General Health and Safety Policy of SIA "VOLBURG" and SIA "Accilator Volburg Automotive" under the Labour Protection Law of Latvian Republic 2001.

It is the policy of SIA "VOLBURG" and SIA "Accilator Volburg Automotive", so far as is reasonably, to safeguard the health, safety and welfare of all employees, contractors and visitors to the premises, and members of the public who may be affected by our activities.

More particularly that:

- ✓ The provision and maintenance of plant, equipment and systems of work are safe and without risk to health;
- ✓ The arrangements and precautions for handling, storage, transportation, use and disposal of articles and substances at work are safe and without risk to health;
- ✓ Provision is made for necessary information, training and supervision of all employees so as to secure their health, safety and welfare at work;
- ✓ The working environment, including means of access and egress, for all employees is safe and without risk to health, and that adequate facilities and arrangements are provided for the welfare of all employees;
- ✓ Effective communication channels are encouraged and maintained throughout the organization in order to promote all aspects of health, safety and welfare;
- ✓ The policy is reviewed and updated when necessary following changes to personnel or work activities, and that monitoring of the management system ensure a program for continuous improvement of the system.

It shall be responsibility of all employees at work:

- ✓ To take reasonable steps to ensure the health and safety of themselves and others who may be affected by their acts or omissions at work;
- ✓ To co-operate with the organization as far as it necessary to enable the employer to undertake or comply with any obligation, duty or requirement imposed by relevant statute.

Workplace ergonomics

Companies take care of the workplace ergonomics for staff, especially for people with disabilities.

Handling of chemicals

Handling of chemicals is regulated by the company's Ecological policy, internal procedures based on TDS requirements, production processes and Laws of the Republic of Latvia.

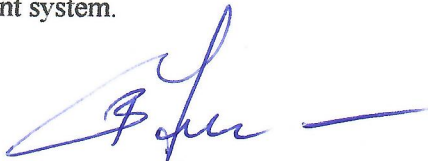
The company manages chemicals (varnishes, solder pastes, etc.) used in production. Management includes

- the Safety datasheets database (SDS);
- collection of industrial waste (packaging from chemicals);
- transfer the industrial waste for disposal to a licensed BAO A/S company;
- internal environmental audit;

- training of personnel on working with chemicals and personal protective equipment, where applicable.

Emergency preparedness, incident and accident management, fire protection, individual protection and the availability of personal protective equipment are very important for our companies. All of the above is implemented, documented in the relevant documents and controlled in accordance with the legislation of the Republic of Latvia, the company's management, Quality Management System and environmental management system.

V.Kononov
Managing Director



Dated: 12.01.2022