

## **PLT-3-1-5 Occupational Health and Safety Policy**

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Policy prepared by: Occupational Health and Safety specialist

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Policy approved by: *CEO*

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Aim of Employee Safety and Health Policy is to ensure safe and health-friendly working conditions for every employee, prevent work-related injuries and occupational diseases, and create a safe and healthy working environment. The formation of a safety culture is based on personal responsibility and cooperation.

**Purpose:** to define the most important principles of occupational safety and health, so that a high occupational safety and health culture becomes part of the work of all employees.

### **1. PRINCIPLES AND OBLIGATIONS OF ENSURING OCCUPATIONAL SAFETY AND HEALTH**

1.1. The main principle of Employee Safety and Health - Employee Safety and Health (hereinafter - OSH) is a value in all company activities, everywhere and always. The management of Axioma Metering UAB carries out an active management process that controls safety in the company.

1.2. The main goal of the company is zero accidents and occupational diseases. Intolerance of accidents at work is understood as one of the goals and a component of the organizational culture, which is characterized by employee awareness and responsibility.

### **2. TOP MANAGEMENT RESPONSIBILITIES**

Top management is responsible for preventing work-related injuries and illnesses, as well as ensuring safe workplaces and operations, and undertakes to:

2.1. Comply with the requirements set by external and internal legal acts in the field of OSH and the principles of this Policy.

2.2. Ensure the implementation of continuous internal control of OSH.

2.3. Ensure that OSH objectives are set at all levels of the company.

2.4. Ensure the inclusion of OSH management system requirements in the Company's operational processes.

- 2.5. Allocate the necessary financial and human resources for the development, implementation, maintenance and improvement of the OSH management system.
- 2.6. Ensure compliance of the Company's OSH with the LST EN ISO 45001:2018 standard and the requirements of the applicable legal acts.
- 2.7. Assess risk factors in all workplaces and determine the number of problem areas where risk assessment has been carried out, provide risk factor management measures and strive to prevent accidents and incidents at work.
- 2.8. Create and ensure a safe psycho-emotional state in the work environment.
- 2.9. Determine the areas of OSH responsibility and assign the relevant functions and authorize the responsible employees.
- 2.10. Raise the qualifications, competence and awareness of employees, promote in the field of OSH.
- 2.11. Ensure opportunities for employees and their representatives to consult on OSH issues and participate in the activities of the OSH management system. Support the activities of the OSH Committee.
- 2.12. Guide and support employees to contribute to the achievement of the established OSH goals.
- 2.13. Ensure cooperation with contractors' representatives and other third parties to anticipate possible OSH risks and dangers, to promote a culture of safe work and zero tolerance for OSH violations.
- 2.14. Cooperate on OSH issues with business partners, state institutions and institutions and other interested parties.

### **3. MAIN GOAL AREAS OF EMPLOYEE SAFETY AND HEALTH**

- 3.1. Emergency readiness
- 3.2. Incident and accident management
- 3.3. Machine safety
- 3.4. Personal protective equipment
- 3.5. Occupational risk assessment
- 3.6. Handling of chemicals
- 3.7. Fire safety.

### **4. MAIN INDICATORS OF EMPLOYEE SAFETY AND HEALTH**

- 4.1. The number of incidents, unsafe situations and unsafe behaviors reported.
- 4.2. The number of established preventive actions per OSH incident, unsafe situation or unsafe behavior.
- 4.3. Lost working time due to accidents at work or occupational diseases.
- 4.4. The number of identified problem areas where occupational risk assessment was carried out.

**5. FINAL PROVISIONS**

- 5.1. The head of the Company and/or persons authorized by him are responsible for the implementation and proper execution of the provisions of the Policy.
- 5.2. All employees of UAB Axioma Metering are introduced to the Policy and must comply with the provisions of the Policy and actively participate in its implementation.
- 5.3. The policy is reviewed annually to remain relevant and relevant.

**HISTORY**

<b>No.</b>	<b>Date</b>	<b>Description of release</b>	<b>Reason</b>	<b>Prepared by (name, surname, position)</b>
1.	2024-04-23	Released document	New	Asta Derevianko, OHS specialist