

# Health and Safety Management

*Dear Colleagues and Partners,*

Carbo One Limited is a company oriented to the safety in every sphere of its activities starting with the safety of our employees. The Company<sup>1</sup> will give the highest possible commitment to ensuring the health, safety and welfare of the employees as a priority issue.

Our main aims in sphere of health and safety are:

- shows the commitment of the Company's management and workers to health and safety
- aims to remove or reduce the risks to the health, safety and welfare of all workers, contractors and visitors, and anyone else who may be affected by our business operations
- aims to ensure all work activities are done safely.



Carbo One Limited commits to engaging and consulting with employees on day-to-day health and safety conditions as required by acting local and international legislation.

The present Policy is one of several policies, procedures and related documents which the system of corporate documents of Carbo One Limited consists of.

A copy of this policy will be made available to all employees and counterparties upon the request.

*Carbo One Limited, 2015*

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<sup>1</sup> To determine the field of applicability of the requirements and provisions of this Code, in this document "Company" means Carbo One Limited.

## *Workplace Safety Management*

Carbo One Limited always treats employees as the most valuable corporate asset of the Company. Our many years' experience showed us that safety of the whole business is closely connected with the safety of every person in it. Carbo One Limited has actively stipulated occupational safety standards and regulations and regularly conduct personnel safety training (including: first-aid training, emergency response, evacuation drills, etc.). Strict checks and controls are particularly placed on hazards (e.g. dangerous heights, open flames, organic solvents, lead, noise, etc.) so as to protect the lives and safety of our employees while preventing workplace accidents and occupational injuries.



We follow the regulations specified by the Labor Law of the Republic of Cyprus and Regulations of European Union also: our working conditions are more better than the minimum requirements. The following measures are taken to ensure labor rights and benefits, enhance employment relationship, and boost social and economic development;

1. Strictly abide by local regulations regarding occupational health and safety.
2. If an unfortunate incident happens, corresponding units shall be immediately notified and an investigation mechanism shall be launched.
3. We enhance personnel safety training on emergency notification procedures, first-aid notification methods and emergency response procedures.
4. We observe the requirements of the Labor Law and stipulate regulatory files.
5. We regularly conduct operations audit and pollution source testing to ensure working environment safety.
6. We assess, trace and correct hazards and potential safety risks.

## *Quality Medical Care for our employees*



Carbo One Limited is convinced that business efficiency is closely linked to the provision of a safe and clean work environment for employees. Hence, we are committed to create a reassuring working environment for employees.

Carbo One Limited provides voluntary medical insurance of employees: occupational medicine, urgent care, primary care, physical therapy, and wellness programs from more than 30 medical centers, and a broad range of health advisory services and operating more than 10 worksite medical facilities.

Through this complement of services, Carbo One Limited intends to raise the standard of health by putting individuals first, treating them with clinical excellence, and focusing on their ongoing well-being.

The company's policy is never allow any member of staff treats his health indignity. That is why there is a rule at Carbo One Limited not to permit to the workplace employees whose state of health or look is sickly.

The Company also holds an annual voluntary vaccination of employees and their families from various diseases. The result of such Company's policy is reducing of illness among employees and increasing of their immunity.

## *Fire Prevention*

Carbo One Limited believes that emergency response and prevention is an important capability. Fire safety regulations are followed rigorously in order to prevent accidents. Every year we undergo fire safety inspections, inspect automatic firefighting systems (including indoor/outdoor



fire hydrants, automatic alarms, fire PA system, sprinkler system, smoke evacuation system, safety and evacuation facilities, pump room and control equipment), organize safety education and training, and host regular fire drills to improve employee disaster prevention awareness and emergency response skills.

The Company regularly organizes training on fire safety for its employees. When hiring new employees listen to lectures about the rules of fire safety in the workplace and the procedures of evacuation when the fire or smoke appears. The evacuation plans of actions when fire or smoke appear are presented at office of the Company on the most prominent places.

Local and European legislation on the matter of fire prevention is strictly observed.

### **CARBO ONE LIMITED**

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