



# Occupational Safety Policy

Enzym Company, Private Joint-Stock Company is a leader in Ukraine's yeast market and develops yeast cell-based products.

**Enzym Company PJSC Policy operates as the basis for setting targets in the area of occupational safety, incorporates the impact of external factors, requirements of stakeholders, complies with the provisions of the applicable occupational safety law, and works towards a gradual adaptation to the EU industrial health and safety regulations and acquis.**

To achieve this, the Company has developed and implemented an occupational safety management system based on the below principles:

- **employees' life and health is a core priority under this Policy;**
- **the Company is responsible for providing proper, safe and healthy employment conditions;**
- **the Company works to raise its level of industrial safety by implementing technical control over the condition of production facilities, technological processes and products on a continuous basis;**
- **each workplace accident or an occupational disease case is the subject of an internal investigation and discussion and results into the implementation of relevant preventive measures;**
- **the Company finances occupational safety and health measures;**
- **responsible officials conduct briefings and offer training in order to improve the employees' occupational safety skills;**
- **the Company uses international best practices in workflow management to improve conditions and enhance occupational safety.**

The Company's management identified a safe production system as one of its top priorities, takes reliable precautions in accordance with the basic industrial health and safety principles, assesses and addresses potential risks.

Hazard prevention is a core principle of operations and is integrated at all levels of the Company, among management and employees alike.

The Company's management considers safety measures an integral part of the daily work of each of its employees, as well as that of its contractors. All measures are implemented through continuous improvement of safety and working conditions in every workplace.

The company ensures the industrial safety and security of its employees, informing them of the common and potential risks in the workplace. In addition, the Company covers the cost of all personal and collective protection equipment and periodic health checks for employees.

**The main goal of the Company is the absence of injuries and accidents and high health standards among its employees.**

**This Policy is intended to demonstrate and reaffirm our commitment to a continuous improvement of our occupational safety management system and occupational safety excellence.**

General Director  
**A.H. Tsehelyk**

