

Occupational Safety and Health Policy

MAKSTIL AD determines the Occupational Safety and Health Policy due to ensure the highest priority of safety and health in all operational activities. Safety is highly prioritized over any other interest, ensuring that all of the works are performed in a safe manner. Performing works without secured safety is not an option.

To achieve, maintain and strengthen occupational health and safety, we are permanently committed to the following:

- Providing safe working environment for our employees, associates and visitors, by investing in safe equipment and machinery;
- Continuously improving our systems and processes;
- Fulfilling legal requirements;
- Promoting occupational safety at work and health protection among our employees and improving the organizational safety culture;
- Responsibility towards the employees by introducing safety measures, reducing the risk of injuries and health problems;
- The policy of our company is to perform the work in the safest manner according to the best standards applied in metallurgy;
- Identifying any potential hazard to employees' safety,
- Constant commitment of our OSH team to monitor all operation processes at the place of performing works;
- Advocating for regular controls to identify any deficiencies in operational safety and eliminate any potential accidents;
- Cooperation and open dialogue with all interested parties, in order to jointly contribute to the improvement of the occupational safety and health.

All employees, associates and visitors must adhere to occupational health and safety procedures and actively contribute with suggestions and responsible behavior in order to improve the work environment.

SAFETY FIRST!

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Marija Dukovska-Pavlovska
General Manager

A handwritten signature in blue ink, appearing to be "M. Dukovska-Pavlovska", is written over the printed name and title.