

# Occupational Health and Safety Policy

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CETIN Bulgaria EAD is a leading provider of telecommunication and IT infrastructure solutions and services, owning and operating one of the largest electronic communications networks in Bulgaria. We at Cetin bring new services and products that stimulate progress, change and improvement. We exist to help our customers get the full benefit of being connected.

We believe that the health and safety of our employees constitutes a value integral to the company's corporate culture. The health and safety of our employees is a first priority duty for the company management. The management executives shall act as role models for occupational health & safety related behavior.

We at Cetin Bulgaria commit ourselves to:

- Assessing occupational health & safety risks.
- Applying proactive approach to health and safety in decision making and in the implementation of all activities posing a risk to health and safety in order to prevent injuries and ill health of all employees and persons working for the company.
- Continuously improving working conditions by minimizing the risks for the employees, customers and subcontractors as well as other interested parties that could be exposed to health and safety risks resulting from the company's processes and services.
- Creating occupational health & safety conditions, which comply with the requirements laid down by applicable legislation, or even exceeding these, where we can.
- Complying with applicable legislation, corporate governance documents and other requirements we have subscribed to comply with.
- Constantly improving our health & safety performance, by setting, monitoring and reviewing our health & safety objectives.
- Consulting with our employees and encouraging their participation in the management of health and safety issues. In this respect, we shall make sure that employees feel free to report any health and safety incidents, dangers, risks or opportunities without fear of retaliation.
- Ensuring employees' competence and thus raise awareness both in terms of compliance and improvement of health and safety at work, and keeping a healthy and safe lifestyle as a whole.
- Turning our suppliers' and subcontractors' attention to the issues of health and safety at work and requiring them to demonstrate care and implement measures regarding health and safety of persons working for them.
- Implementing the requirements of the international standard ISO 45001 regarding the implemented system for managing health and safety in all our activities and services we provide.
- We commit to continually improve the health and safety management system as well as to ensure that the employees actively participate in this process.
- Maintaining the current policy documented, available and implemented in the company by reviewing it at least annually as part of the management review.

These commitments are coherent with the way Cetin Bulgaria operates, as these are coherent with our operational processes and procedures.

### Change Log

Ver no	Revision category (new requirement, update, wording)	Placement (chapter)	Description of main revisions	Date
1	New Policy		Policy creation and approval.	20/10/2020

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1.1	Reconfirmed by the new CEO		New CEO	15/03/2021
1.2	Reconfirmed by the new HR Director		New HR Director	20/09/2023