



## HEALTH AND SAFE WORKING CONDITIONS POLICY (OHS)

Ensuring healthy and safe working conditions is the duty of every Employer in the Republic of Bulgaria. Based on this obligation, the Management of TM-Technology JSC declares its dedication to ensure health and safety at work, directing its efforts to:

- Create, maintain and implement a clear Health and Safety Policy accessible to all employees;
- Preventing injuries, accidents and reducing the sick rate by improving the working conditions;
- Guaranteeing compliance with the requirements of the legislation in force in the country, related to OSH, as well as the voluntarily undertaken commitments in this direction;
- Provision of training, qualification and skills necessary to fulfil the specific duties and responsibilities under OSH;
- Carrying out the necessary preventive activity to control and reduce the risk of OHS insurance;
- Continuous dialogue with employees and their representatives to improve safety at work;
- Engaging employees in offering and implementing activities to prevent potential hazards;
- Timely creation of internal rules and undertaking the necessary measures in case of extraordinary/ new situations within the country and the Company.

The management and all employees of TM-Technology JSC are committed of making a personal contribution to the implementation of the approved OSH policy.

Date: 22.02.2023,  
Ruse

Authorised by  
(P. Petrov, CEO)



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