

# OCCUPATIONAL SAFETY AND HEALTH POLICY



# OCCUPATIONAL SAFETY AND HEALTH POLICY

---



**ALKALOID**  
**SKOPJE**

*Health above all*

Pursuant to Article 119 of the Statute of ALKALOID AD Skopje, the Management Board of ALKALOID AD Skopje at the session held on 26.04.2024 adopted the following

## OCCUPATIONAL SAFETY AND HEALTH POLICY<sup>1</sup>

At ALKALOID, we are fully committed to providing a healthy and safe work environment for all employees, suppliers, visitors, and other internal and external stakeholders within our operations. This Policy encompasses all company activities and applies to every employee, regardless of their role or position.

The established occupational safety and health (OSH) management system, as part of Alkaloid's Integrated Management System, is designed to prevent workplace injuries and work-related illnesses while promoting a safety culture within the company by adhering to legal and other requirements, based on the following principles:

- Managing risks and possibilities related to occupational safety and health within the management system;
- Monitoring the work environment conditions;
- Ensuring the safety of the work equipment and installations used;
- Defining organizational roles, responsibilities, and authorizations;
- Providing adequate training for safe work practices;
- Encouraging employees and their representatives to participate in the implementation, maintenance, and development of the OSH management system;
- Operational planning and supervision during the application of the OSH management system;
- Evaluating the effectiveness of the established system and its continuous improvement;
- Communicating with all stakeholders;
- Ensuring the adequacy of utilized and engaged resources;
- Preparedness to respond to emergency situations.

We are committed to adhering to the legal regulations and the ISO 45001:2018 international standard for occupational safety and health. We continuously monitor and review our processes and activities to ensure compliance with the latest standards and application of the best practices in occupational safety and health.

### All employees are responsible for:

- Continuous application and improvement of the established occupational safety and health procedures;
- Undertaking activities to enhance occupational safety and health, according to their responsibilities;
- Take precautions to prevent safety and health risks
- Promptly report any deviations from established occupational safety and health processes, newly identified risks, and emergency situations.

The company's top management sets annual goals at the corporate level, facilitating the fulfillment of the established general objectives and this Policy's implementation.

## General occupational safety and health objectives:

- Continuous improvement of the OSH management system;
- Continuous monitoring and implementation of new trends and practices;
- Continuous improvement of the OSH management system's effectiveness and efficiency;
- Continuous management of occupational safety and health risks;
- Continuous implementation of occupational safety and health measures and controls to prevent work-related incidents, injuries, and illnesses.

This Policy serves as a framework for promoting a culture of safety, continuous improvement, and responsibility within our company. All employees are expected to adhere to the occupational safety and health principles and actively contribute to the efficiency of the implemented OSH system.

This Policy applies to all capitally related companies of ALKALOID, both domestic and international.

ALKALOID conveys the principles of this Policy to its suppliers through its Supplier Code of Conduct, requiring them to behave and conduct their business in compliance with the applicable legal regulations for occupational safety and health.

---

<sup>1</sup> This version of the Occupational Safety and Health Policy of ALKALOID AD Skopje is formatted and designed to inform the public about it. The official version of the Policy is kept at the Company headquarters.

ALKALOID AD Skopje

Bld. Aleksandar Makedonski 12, 1000 Skopje,  
Republic of North Macedonia

[www.alkaloid.com.mk](http://www.alkaloid.com.mk)

