



OCCUPATIONAL SAFETY AND HEALTH POLICY

	Position	Name	Signature
Approved by	CEO	Vladimir Radojičić	
Owner	Human Resources Department Director	Nada Rajčić	

1. Purpose and Scope of Application



CETIN is the first integrated telecommunications infrastructure company on the Serbian market, managing a high-quality telecommunications portfolio that includes the complete infrastructure of the mobile network throughout Serbia, the transport network, and data centers.

CETIN provides services and products that stimulate progress, change, and improvement. We believe that the safety and health of our employees and all persons engaged to work represent a value that is an integral part of corporate operations and company culture.

This Policy covers all employees of CETIN as well as all persons engaged to work at CETIN's facilities and locations.

2. Objectives of the Occupational Safety and Health System

The main objectives of the Occupational Safety and Health (OSH) system are:

- a) Establishing an organization for OSH – implementation, maintenance, and continuous improvement of the OSH organization in order to support business needs and fulfil legal obligations and ISO/IEC 45001 [3].
- b) Management commitment to OSH implementation – the health and safety of persons engaged to work are a priority for company management. The top management of CETIN sets an example of conduct in matters concerning occupational safety and health.
- c) Creating occupational safety and health conditions in accordance with the regulations governing the field of occupational safety and health.
- d) Risk management – ensuring a continuous process of risk management, including the implementation of adequate and financially justified OSH controls.
- e) Employee training – raising awareness among all persons engaged to work regarding compliance and improvement of occupational safety and health in order to maintain a healthy and safe way of life in general.
- f) Performance measurement – continuously improving the occupational safety and health management system and ensuring that all persons engaged to work actively participate in this process.

Other OSH system objectives are:

- To proactively participate in decision-making and implement all activities that represent a risk to safety and health, in order to prevent injuries and health impairment of all persons engaged to work;
- To continuously improve working conditions, minimize risks for persons engaged to work and subcontractors, as well as other interested parties who may be exposed to occupational risks or safety risks arising from work processes and company services;
- To continuously improve health status and safety conditions by monitoring and reviewing the health of persons engaged to work;
- To organize consultations with persons engaged to work, to support their active participation on matters of occupational safety and health. In this regard, CETIN ensures that all persons engaged to work may freely report any health condition, safety incident, hazard, or risk;
- To draw the attention of our subcontractors to issues of occupational safety and health and to require from them a readiness to implement safety and health measures for their employees.



- To continuously improve the occupational safety and health management system to ensure that all persons engaged to work actively participate in this process.
- To maintain current policies and procedures that are documented, accessible, and implemented within the company by conducting a review at least once a year in cooperation with management.

Definitions

OSH (BZR) – Occupational Safety and Health.

CETIN – Abbreviated name for CETIN d.o.o., Omladinskih brigada 90, 11070 Belgrade, Serbia.

CEO – Chief Executive Officer.

Management – Chief Executive Officer and department directors.

Persons Engaged to Work – Natural persons who are in an employment relationship and natural persons who are engaged outside an employment relationship.

3. Reporting and Review

The Director of the Human Resources Department reports to the CEO on OSH risks, incidents, and the health status of persons engaged to work. The CEO will be informed about issues and situations that may represent a legal exposure for CETIN and will be continuously informed about all developments.

This Policy will be reviewed and updated in the event of any major change or at least once a year, in accordance with the Company Metapolicy (4).

4. Reference Regulations

- (1) Labour Law
- (2) Law on Occupational Safety and Health
- [3] ISO 45001
- [4] Company Metapolicy

5. Policy Review

CETIN d.o.o. Beograd,
Omladinskih brigada 90, 11070 Novi Beograd
Tax ID (PIB): 112035829, Registration No.: 21594105, Activity Code: 6110
Current Account No.: 325-9500700196356-14
OTP Banka Srbija AD Novi Sad
www.cetin.rs



The Policy is available for review to all persons engaged to work on the local CETIN Intranet page (*CETIN HUB*).

The Occupational Safety and Health Policy, including its amendments and supplements, shall be subject to approval under the DoA Matrix. Policies are subject to annual review by their owner, and earlier if necessary.

6. Amendments and Supplements

	Type of revision (amendment, supplement, correction of technical errors)	Amendment (section)	Description of major amendments	Date
1. 0	Initial version of the document			

Belgrade, October 2024

(signature)

CEO Director, Vladimir Radojičić

(round company seal affixed to the right of the signature, reading: "CETIN d.o.o. BEOGRAD", with "4" in the center)