DALEKOVOD

OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM POLICY

CONNECTING WORLDS, BUILDING THE FUTURE

The scope of the occupational health and safety management system in the **DALEKOVOD jsc** is: Sales and construction of electric power transmission lines and electric power sub-stations up to 750 kV, railway and highway supporting objects, civil structures, sport buildings, lighting, telecommunication lines and towers, lighting poles and halls, steel and other bearing structures, equipment for civil structures and electrical installations, suspension and jointing equipment as well as provision of anti-corrosive metal protection services.

The Occupational Health and Safety Management Policy apply to all levels within **DALEKOVOD jsc.**

Significant safety requirements are present in all our business operations and activities. We are committed to ensuring that all work processes are planned, organized, and carried out in accordance with the requirements of relevant standards, legislation, contractual obligations, and our documented procedures, while placing particular emphasis on injury prevention, the prevention of employee ill health, and the continual improvement of the Occupational Health and Safety Management System.

DALEKOVOD jsc is committed to continuous compliance with legal and other applicable requirements in order to eliminate, substitute, and effectively control risks and reduce all hazardous impacts. Legal and other requirements are regarded as a fundamental support for our policy of enhancing occupational health and safety. We are committed to worker consultation and participation within the Occupational Health and Safety Management System, as well as to the involvement of workers' representatives in risk reviews in accordance with legal requirements and in the assessment of other risks and opportunities in line with the requirements of the standard. We are committed to proactive and preventive actions aimed at eliminating and replacing work methods that involve an unacceptably high residual risk.

DALEKOVOD jsc emphasizes that the successful implementation of occupational health and safety protection represents a highly valuable contribution to the business performance and reputation of every company.

DALEKOVOD jsc has established a common Occupational Health and Safety Management System Policy applicable to employees, subcontractors, visitors, associates, citizens, and other stakeholders involved in work processes. Through this policy, the Company commits to providing a framework for a healthy and safe working environment based on the following principles:

- Development of an environment in which health and safety risks are controlled in order to prevent injuries and occupational diseases with the consultation and participation of workers.
- Continuous investment in education and personal training of workers, implementation of new technologies and processes with the aim of reducing risk in all work processes and workplaces.
- Maintaining partnerships with customers, suppliers, and subcontractors by achieving long-term and successful business while meeting all requirements in the field of occupational health and safety
- Satisfying customer needs and finding the best business solution with full compliance with all legal, ethical, and contractual obligations.
- Ensuring competitiveness and preventing injuries and stress in order to raise the level of safety culture.

In accordance with this Occupational Health and Safety Management System Policy, **DALEKOVOD jsc** will continuously evaluate nonconformities that increase risk and improve them through management system elements, resources, work technologies, and employee behavior, applying the fundamental hierarchy of controls for hazard elimination and risk reduction.

Zagreb, R: 17, D: 08.09.2026.

President of the Management Board
Dalekovod j.s.c.
Eugen Paić-Karega

Complies with the requirements of ISO 45001:2018