



OCCUPATIONAL HEALTH & SAFETY POLICY

The Coca-Cola HBC Bulgaria believes that our people are our most valuable asset. Providing a safe and healthy working environment is one of our primary responsibilities and is fundamental to our success. This belief is part of our culture as a leading organization in bottling, and as a part of Coca-Cola Hellenic Bottling Company.

We strive to conduct our business with a goal of zero work-related injuries and illnesses for our employees, contractors, visitors. We will strive to improve workplace Health & Safety, Fleet Safety and to assure property loss prevention by engaging with our employees and adhering to Bulgarian and European legislation and TCCC – KORE and CC Hellenic requirements (where applicable) related to occupational Health & Safety. Our Health & Safety efforts are defined on following key areas:

- ↓ **Health and Safety can be managed**
- ↓ **Occupational injuries and illnesses are preventable**
- ↓ **Nothing we do is worth being injured for**
- ↓ **Safe behavior is a fundamental job requirement**
- ↓ **Everyone is responsible for Health and Safety**
- ↓ **Our Safety performance is important for our business**

To achieve our goals, we follow the principles:

- ↓ Provide an environment where work-related Health and Safety risks are controlled to prevent injuries and occupational ill health.
- ↓ Conduct our business in compliance with all applicable Bulgarian and European legislation and TCCC – KORE and CC Hellenic requirements (where applicable) to ensure occupational Health and Safety.
- ↓ Develop, implement and sustain System of Health and Safety managing in compliance with the worldwide recognized standard OHSAS 18001 and the requirements of TCCC – KORE and CC Hellenic (where applicable), in all production centers, which are subject of regular audits, so to validate the conformity with the standards, and ensure continuous improvement of the occupational Health and Safety prevention.
- ↓ Identify, evaluate and proactively control Health and Safety risks associated with workplace processes and working environment. Conduct regular review meetings of Health and Safety performance and evaluate our achievements and progress towards the Key business indicators set for Company performance.
- ↓ Include occupational Health and Safety management strategies in the annual business planning process, ensuring that Health and Safety prevention remain an integral part of our business.
- ↓ Ensure development of employees' occupational Health & Safety competency at all levels within the organization through structured, effective trainings and leadership commitment. We encourage our employees to find and submit every opportunity which could improve Health and Safety performance.
- ↓ Investigate the causes of work-related injuries and ill health and take action to prevent recurrence.
- ↓ Align the requirements of occupational Health and Safety with all other business and ensure that they are subject to implementation and continuous improvement programs.
- ↓ Manage occupational Health & Safety incidents and transport incidents in a manner that protects our employees, contractors, visitors, customers, assets and the public, as well as the image and trademarks of Coca-Cola HBC Bulgaria and Coca-Cola Company, consistent with legal requirements.

Sofia city
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