

OCCUPATIONAL HEALTH AND 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 are committed to driving an Occupational Health and Safety (OH&S) culture by developing and applying an effective OH&S system standards and practices appropriate to the risks and opportunities associated with our business activities.

Coca-Cola HBC Bulgaria delivers its OH&S policy programme through a structure implementation of the occupational health and safety assessment standard OHSAS 18001/ ISO 45001, Bulgarian and European legislation and TCCC and CC Hellenic requirements (where applicable) related to occupational health and safety.

Our Occupational Health & Safety Policy aims to **provide and maintain a healthy and safe work environment by eliminating hazards, reducing health and safety risks, and rising awareness among employees, contractors, visitors and other who may be affected by business-related activities.**

To achieve this, our efforts are defined on following key areas:

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

We follow the principles:

1. Provide an environment where work-related Health and Safety risks are controlled to prevent injuries and occupational ill health.
2. Conduct our business in compliance with all applicable Bulgarian and European legislation and TCCC and CC Hellenic requirements (where applicable) to ensure occupational Health and Safety.
3. Implement an effective OH&S management program integral to ongoing business activities, which will:
 - ✚ Identify, assess and control OH&S risks and opportunities from known causes of occupational injuries and ill health associated with workplace processes and working environments.
 - ✚ Ensure that all employees, at every level of the organization, understand and are committed to implementing Coca-Cola HBC's OH&S policies and practices.
 - ✚ Provide a mechanism for the consultation and participation of employees and /or their representatives related to OH&S activities.
 - ✚ Develop employee OH&S competency through effective training and leadership at all levels in the organization.
 - ✚ Subject OH&S systems, procedures and performances to internal and external audits and validation.
 - ✚ Investigate the causes of work-related injuries and ill health and take actions to prevent recurrence.
 - ✚ 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.
 - ✚ Align the requirements of occupational Health and Safety with all other business and ensure that they are subject to implementation and continuous improvement programs.
 - ✚ Include occupational health and safety strategies in annual business planning process to ensure the subject remains an integral part of operation
 - ✚ Set annual measurable OH&S objectives in all locations, to ensure OH&S culture, continuous improvement and compliance with requirements
 - ✚ Communicate and share successful practices and lesson learned from incidents, to continuously raise awareness and act preventively.

We report our OH&S performances to CCH Group and after consolidation they are part of Integral Annual Report as a part of our commitment to achieving excellence in OH&S

We encourage and communicate to all our employees, their right to use our confidential Speak Up! line at www.coca-colahellenic.ethicspoint.com or code.ofbusinessconduct@cchellenic.com if they believe that a violation of the Occupational Health and Safety Policy exists. The Speak Up line is managed by an independent contractor on behalf of CCHBC Group and allows all concerns to be expressed anonymously and in Bulgarian (or other) language.

Sofia city
24/10/2024

Yavor Stefanov
General Manager, CCHBC Bulgaria