



HEALTH & SAFETY POLICY

At AAGES, the health and safety of our employees is of paramount importance. We are committed to providing a safe and healthy work environment for all staff. This commitment is integral to our operations and is a shared responsibility between management and employees. This policy outlines the measures and procedures in place to protect individuals from potential hazards in the workplace.

Our dedication extends beyond mere compliance with legal requirements; we proactively seek to exceed such standards through continuous investment in health and safety initiatives.

This policy will be reviewed and updated regularly to ensure compliance with current laws and regulations and to reflect any changes in our operations. All employees are expected to adhere to this policy and to contribute to a safe working environment.



POLICY OBJECTIVES

- To prevent accidents and cases of work-related ill health.
- To provide clear instructions and information, as well as adequate training, to ensure employees are competent to handle their tasks.
- To engage and consult with employees on day-to-day health and safety conditions.
- To implement emergency procedures for evacuation in case of fire or other significant incidents.
- To maintain safe and healthy working conditions, provide and maintain plant, equipment, and machinery, and ensure safe storage/use of substances.

PRINCIPLES

- Compliance with legal requirements as a minimum standard
LAW No. 53/2003 LABOR CODE, OUG. 96/2003 on maternity protection at the workplace
, LAW No. 319 /2006 on safety and health at work.
- Continuous improvement in all aspects of workplace health and safety.
- Employee involvement in health and safety matters.
- Risk management through hazard identification, risk assessment, and risk control.



Promoting Good Health and Well-Being

The company has implemented key initiatives such as life-saving skills training with defibrillators, mobile dental care services, and annual health screenings. AAGES employees have access to a comprehensive health screening and additional health services program, designed to ensure a high level of care and preventative health measures. This program, provided in partnership with a private medical service provider, offers a wide range of medical services aimed at closely monitoring and improving the health of all AAGES employees throughout the year. The services may include specialized evaluations to assess heart health, including both preventive and diagnostic measures, lung health and function examination, rehabilitation and alleviating physical ailments, wide range of blood tests to identify any underlying health conditions, imagery tests, group sessions designed to promote health and prevent illness, group and individual exercising sessions for posture and bone health improvement. Though this program, we are emphasizing our investment in employee health beyond basic requirements. These measures reflect AAGES's broader commitment to fostering a safe, healthy, and productive working environment, aligning with global health standards and sustainability goals, in particularly with SDG 3.

Preventive measures

Our policy on Health & Safety outlines our approach to ensuring a secure workplace through various **Preventive Measures.**

Personal Protective Equipment

We mandate the use of appropriate personal protective equipment in all designated areas to mitigate specific job-related risks. This encompasses safety helmets, goggles, high-visibility clothing, and any other necessary protective gear. AAGES guarantees the provision of suitable individual protective equipment for all employees, tailored to their respective roles and the associated risks.

Machine Safety.

Ensuring the safety of machinery is paramount. Regular inspections and maintenance are conducted to verify that all machinery is safe for operation, equipped with safety guards, and emergency stop mechanisms. Furthermore, staff operating any machinery receive proper training and certification to uphold safety standards.

Incident & Accident Management.

In the pursuit of a zero-incident workplace, we require that all incidents and accidents be promptly reported and documented. Following each incident, a thorough investigation is undertaken to identify causes and implement corrective measures, preventing recurrence.

Handling of Chemical and/or Biological Substances,

according to our environmental authorization. AAGES adheres to stringent protocols for the handling, storage, and disposal of chemical and biological substances. Employees tasked with managing these materials receive specialized training to ensure safe practices are observed.

Equipment Maintenance and Replacement.

To maintain a safe working environment, all equipment and machinery are subject to regular inspections and maintenance. In the event of equipment deterioration or damage attributable to employee negligence, replacement will be provided, with the responsible party bearing the costs of the damage incurred.

Emergency Preparedness.

A comprehensive emergency plan, including evacuation procedures, assembly points, and defined roles and responsibilities, is in place. Regular drills are conducted to ensure readiness for various potential emergency scenarios, reinforcing our commitment to emergency preparedness.

Workplace Ergonomics.

Recognizing the impact of workplace design on employee health, ergonomic assessments are performed to optimize workstations and minimize the risk of strain or injury. Safety distances are respected. The industrial flux is designed according to safety measures. Health program on proper posture is a key component of our strategy to reduce ergonomic hazards.

Fire Protection.

Our fire protection measures include routine inspections and maintenance of fire extinguishers, clear and visible signage, and unobstructed fire exits. Comprehensive fire safety training and regular drills are conducted to enhance awareness and preparedness among all personnel.

Health & Safety Management

SYSTEM

The Health and Safety Management System of AAGES aims to implement and monitor the commitments assumed in the Health and Safety Policy.

AAGES, while not certified in ISO 45001, actively incorporates its considerations into our health and safety management practices. Holding ISO 9001 certification, we leverage its structured approach to indirectly enhance our health and safety measures, ensuring they are managed effectively and appropriately. Our commitment to maintaining a safe and healthy work environment is further supported by dedicated departments for Occupational Health and Safety, Fire Safety, and Labor Protection, which play a crucial role in overseeing and implementing our health and safety strategies.

In line with our internal regulations, we have appointed personnel specifically tasked with overseeing and reviewing all health and safety aspects within the company. This dedicated oversight is a key component of our management system, ensuring that health and safety practices are compliant with legal requirements. This approach underscores our commitment to the well-being of our employees, providing a clear framework for the continuous improvement of our health and safety standards.

Key practices of the management system:

- Regular safety training and drills.
- Provision and maintenance of personal protective equipment.
- Continuous monitoring and maintenance of machinery and equipment for safety.
- Provision of sanitary and hygienic facilities.
- Special considerations for vulnerable groups such as pregnant women, new mothers, and those with specific health conditions.
- Procedures for emergency response, accident reporting, and investigation.

At AAGES, the management of health and safety issues is a structured and comprehensive approach, ensuring the well-being of all employees through a series of regulations and practices that align with current legislation. The framework for health and safety management includes the appointment of a dedicated Work Protection Officer, responsible for conducting occupational safety instructions for each profession at legally established intervals. This reflects a commitment to maintaining a safe working environment across various activities such as milling, locksmithing, turning, welding, and other mechanical activities, as well as tasks in electronics, electrotechnics, and design.

Specialized training is provided based on literature that complies with the Law 319/2006 on work protection, underscoring the importance of education in preventing workplace accidents. The company emphasizes the dual responsibility of both management and employees in ensuring safety. Employees are required to adhere to all work protection standards, the collective labor agreement, and the internal regulations of the organization.

The provision of personal protective equipment (PPE) by the company management, with replacements available in case of wear or damage, further illustrates the company's commitment to safety. Employees are held accountable for any loss or damage to the equipment due to negligence. High-risk activity areas see the provision of protective nutrition, indicating a tailored approach to worker safety. Leaders of each workshop are tasked with verifying that the equipment is operating at optimal levels. Machinery associated with injury risks is equipped with visible indicators to signify that only certified employees are permitted to operate it, including a list of individuals authorized for its use. Additionally, all buildings are furnished with emergency instructions.

Facilities are equipped with necessary sanitary points and hygiene materials to support a healthy working environment, complemented by regular checks on the condition of materials, equipment, and substances used in work processes. The company also ensures conditions for first aid and fire prevention, with specific responsibilities assigned for fire prevention measures.

The presence of an occupational medicine physician, who conducts periodic health assessments, highlights the emphasis on proactive health management. Special considerations are given to pregnant employees, new mothers, or those breastfeeding, including hygienic conditions, protection from harmful substances, and the provision of breaks for breastfeeding within the working hours. The newly hired personnel are informed by the Occupational Safety Department along with the general introductory training on occupational safety, and they sign to acknowledge receipt.

1. Policy and Commitment [Health & Safety Policy](#)
2. Planning: identifying hazards, risk assessment, and determining controls.
3. Organization and Responsibilities

Policy and Commitment is defined and actualized by Senior Management.

Planning is ensured by operational management including the dedicated departments for Health and Safety, together with Senior Management.

The dedicated department are:

Work Security & Health Department

- Risk Assessment
- Training and Information
- Health Surveillance
- Employee Consultation
- Training and Awareness
- Well-Being programs
- Reporting of Occupational Accidents and Diseases.
- Regular Medical Check-ups
- Legal Compliance

Fire Safety Department

- Risk Assessment
- Maintenance
- Emergency Measures and Response Plans:
- Employee Consultation.
- Training and Awareness
- Legal Compliance

Human Resource Department

- Employee Consultation on their right and obligations
- Legal Compliance
- More information in
- Human Rights and Working Conditions Policy.

4. Supervision & control is ensured by Health and Safety Committee.
5. Continuous improvement measures are introduced by the managing director, based on the feedbacks and reports of the designated team.

For measures involving Protection Equipment and Machinery safety – Preparation, Planning and Production Monitoring Department and head of each workshop. Other tasks of the department:

- **Employee Training and Development:** Ensuring that production staff are properly trained in their roles and responsibilities, as well as on safety and quality standards. This includes organizing training sessions and workshops for skill development and continuous learning.
- **Compliance and Safety Management:** Ensuring that all production activities comply with relevant laws and regulations, including occupational health and safety standards. Developing and implementing safety protocols to protect employees and minimize risks in the production area.
- **Technology Integration:** Evaluating and adopting appropriate technologies to enhance production capabilities. This may include automation, digitalization of production processes, and use of software for planning and monitoring activities. This task is conducted in collaboration with the design department/workshop of AAGES.

Detailing the responsibilities:

- **Competence and Training:** Ensuring all employees have the necessary knowledge, skills, and training to perform their jobs safely. This includes ongoing education and training on health and safety issues relevant to their roles.
- **Implementation and Operation:** The practical implementation of policies, plans, and procedures. This includes the management of health and safety risks and the implementation of control measures.
- **Emergency Preparedness and Response:** Establishing procedures for potential emergency situations and accidents, including evacuation plans, first aid, and emergency services liaison.
- **Performance Monitoring and Measurement:** Regular monitoring and measurement of health and safety performance against set standards and objectives. This includes inspections, audits, and reviewing accident and incident reports.
- **Accident and Incident Investigation:** Procedures for investigating, recording, and analyzing accidents and incidents to prevent their recurrence.
- **Audit and Review:** Periodic audits of the HSMS to ensure its effectiveness and compliance with regulations and standards. This also involves reviewing the system and making improvements where necessary.
- **Continuous Improvement:** Implementing changes based on feedback, audit results, and incident investigations to continually improve health and safety performance.
- **Legal Compliance:** Ensuring that all operations comply with relevant health and safety legislation, regulations, and any other requirements the organization subscribes to.

The operational management has the following responsibilities established by this regulation for the **Health and Safety / Human Rights and Working Conditions** Management System:

- 1. Organizational Structure and Responsibilities:** Define a rational organizational structure that clearly assigns roles and responsibilities to each employee, ensuring efficient production activity organization.
- 2. Compliance with Work Norms:** Adhere to the development, application, and modification of work norms as stipulated by the collective labor agreement, ensuring they reflect current technical conditions and fully utilize normal working hours. These norms are subject to review if they no longer meet these criteria.
- 3. Staff Training and Development:** Ensure the necessary staffing levels, organize the qualification and advancement of staff through professional training courses offered by the company and other specialized institutions.
- 4. Workplace Safety Measures:** Implement measures for occupational safety, fire prevention, and extinguishing, using necessary equipment and materials.
- 5. Accident Prevention and Occupational Illness:** Oversee the organization of activities aimed at preventing work-related accidents and occupational diseases.
- 6. Social Measures for Incident Prevention:** Establish necessary social measures to prevent malfunctions, explosions, fires, and other accidents, and promptly address any technical defects that occur during production.
- 7. Efficient Resource Use:** Ensure the rational use of labor, fixed assets, raw materials, supplies, energy, and fuel.
- 8. Staff Performance and Presence Monitoring:** Systematically control the activity of subordinate staff, their presence at the workplace, and the quality of their work, fostering a responsible work environment.
- 9. Safety Training for New or Transferred Staff:** Ensure newly hired or transferred staff are trained and assessed on safety and fire prevention regulations, requesting a medical certificate from the occupational health doctor upon hiring.
- 10. Workplace Cleanliness:** Organize the continuous maintenance of order and cleanliness across all activity sectors.
- 11. Employee Rights:** Ensure all legal rights of employees are honored.
- 12. Tax and Contribution Compliance:** Pay all state budget contributions and taxes, and withhold and transfer employee tax obligations.
- 13. Issuance of Employment Documents:** Provide, upon request, all documents verifying an employee's status.
- 14. Data Privacy:** Maintain confidentiality regarding employees' personal data.
- 15. Pregnant and Nursing Employee Safety:** Ensure the health and safety at work of pregnant employees and/or mothers, postnatal or breastfeeding, by providing hygienic work conditions in line with OUG 96/2003 provisions.
- 16. Equal Opportunities:** Ensure equal opportunities and treatment between employees, regardless of gender, in all work relations, including measures to prohibit discrimination based on gender.
- 17. Disciplinary Actions for Discrimination:** Enact disciplinary sanctions for employees who violate the personal dignity of others through degrading, intimidating, hostile, humiliating, or offensive environments, or through discriminatory actions.