



ADB Health and Safety Policy

ADB proactively strives to protect human health and wellbeing of our employees, contractors and visitors by providing a healthy and safe working environment and to ensure the highest level of protection and preservation of its assets and the environment. We are committed to promoting a zero-accident culture and take all reasonable measures to assess and control the potential risks of our operations, including process and occupational health and safety risks.

1. Areas of Responsibility:

1.1. Management Responsibilities:

- Providing employees with a safe work environment, including regular assessments and audits to identify and mitigate potential hazards.
- Ensuring that employees are trained on relevant health and safety procedures and have access to necessary equipment and resources.
- Encouraging open communication and reporting of health and safety incidents and hazards
- Investigating incidents and hazards promptly, taking corrective action where necessary, and implementing measures to prevent recurrence.
- Regularly reviewing and updating health and safety policies and procedures to ensure they remain relevant and effective.

1.2. Employee Responsibilities:

- Complying with all health and safety policies and procedures, and reporting any hazards, incidents or injuries to management as soon as possible.
- Using equipment and tools in a safe and appropriate manner and reporting any issues or malfunctions to management.
- Participating in health and safety training and maintaining knowledge of relevant policies and procedures.
- Following safe work practices and using personal protective equipment (PPE) as required.
- Reporting any concerns or suggestions for improving health and safety to management.

2. General Safety Measures:

- Conducting regular safety inspections of the workplace, equipment and tools.
- Implementing measures to prevent workplace violence, including a zero-tolerance policy for violence and harassment.
- Ensuring that emergency response procedures are in place and that employees are trained on these procedures.
- Promoting a culture of safety, including recognizing and rewarding employees who demonstrate safe work practices.
- Providing resources and support for employee well-being, including mental health resources and accommodations for employees with disabilities or health concerns.



3. Objectives and Targets:

- Promote a culture of safety and encourage employees to report any unsafe practices or hazards.
- Maintain an incident and injury-free workplace by reducing the number of workplace accidents and injuries year over year.

Targets:

a) the LTIFR (Lost Time Injury Frequency Rate) < 2,3 in 2023; by 2026 - LTIFR<1. In the long term (by 2030), a vision of 0 accidents.

b) LTI – Lost Time Injury <25 in 2023; by 2026 <10. In the long term (by 2030), a vision of 0 accidents.

$$\frac{([\text{Number of lost time injuries in the reporting period}] \times 1,000,000)}{(\text{Total hours worked in the reporting period})}$$

c) NON-LTI – non-Lost Time Injury <25 in 2023; by 2026 <10. In the long term (by 2030), a vision of 0 accidents.

$$\frac{([\text{Number of non – lost time injuries in the reporting period}] \times 1,000,000)}{(\text{Total hours worked in the reporting period})}$$

- Conduct regular audits of our company owned operations to ensure compliance with this policy, with a target of at least one audit per year.
- Conduct safety audits twice a year to identify potential hazards and mitigate risks, aim for zero accidents or injuries in the workplace if is required by local law H&S
- Ensure all employees receive regular health and safety training and have access to appropriate equipment and resources to perform their job safely.
- Provide all employees with all required by local law H&S training in due time - **100% of required by local law H&S trainings.**
- Ensure that all employees have access to and use appropriate personal protective equipment.
- Establish clear and transparent procedures for reporting and addressing any violations of this policy.
- Assess the effectiveness of health and safety practices and identify areas for improvement in regular employee surveys.