

DECLARATION OH&S POLICY

The management of WATTS INDUSTRIES BULGARIA EAD announces its Health and Safety Policy at work, in order to be publicized, understood and applied by the entire staff of the company. This policy expresses management's vision for future development and improvement and is a key tool for implementing the strategy, vision and mission of the company to meet the high requirements in ensuring health and safety at work.

The whole team strives to establish and maintain good working practices while performing the core activities that are aimed at preventing possible injuries and illnesses of employees and workers. The philosophy of working in the company based on sustainable development, striking a balance between economic, social and environmental priorities in order to achieve long-term stability is also shaped.

In line with the policy thus announced, the strategy of the management is to build a company culture in line with the company's mission, aimed at and at the same time part of the following strategic objectives:

- Continuous improvement of working conditions, promotion and building of a culture of safe and responsible behavior;
- Non-admission of accidents at work, incidents, occupational diseases, temporary non-employment;
- Raising the awareness of each worker towards protecting their own health and that of their colleagues.

The main methods and ways that the Guide applies to achieve a shaming policy are

- Providing and maintaining a safe, healthy infrastructure and a working environment, meeting all regulatory and other requirements, respectively reducing the risks at the workplace, in order to prevent injuries and professional diseases
- Organization and planning of the Company's activities through the implementation of good practices ensuring the health and safety of all our employees and other persons who may be affected by our activities or product
- Provide continuous reliable communication between management, employees and all other stakeholders in order to achieve, maintain and perfect a beneficial working climate, including by clearly identifying hierarchical interrelationships between all employees, responsibilities and authority;
- Performing continuous monitoring and operational control, including reporting of all incidents, no matter how minor they seem, like any known or perceived dangers of a direct manager or manager;
- Compliance with prescribed safety rules by anyone, including the wearing of personal protective equipment
- Implementation of active and committed management by both the senior management and the middle management to ensure continuity and interrelation between the company's goals and the fullness of the work processes in the implementation of the main activities
- Determining the needs of the collaborators by evaluating their knowledge and skills, providing appropriate training to maintain the necessary qualification and stimulating creativity and personal engagement
- Provide sufficient information, instructions, training and monitoring so that all employees are aware of the dangers and risks at the workplace
- Continuously improving the performance of the OSH Management System, in compliance with legal and other requirements, including ISO 45001:2018
- Commitment to have consultation and participation of the employees and workers and representatives of the employees and workers

For the implementation of this Policy as Chief Operating Officer I declare my personal involvement and responsibility to provide the necessary financial, material and human resources to implement, maintain and continuously improve the OSH Management System, constantly reviewing goals and assessing the extent to which they are achieved. The policy will be reviewed annually and available to all stakeholders

The management of WATTS INDUSTRIES BULGARIA EAD is firmly committed so that all work activities are carried out safely and with all possible measures taken to eliminate and / or reduce the risks to the health, safety and well-being of all our assistants

02.01.2020

Plant Manager:
Milen Naydenov