

	<p>"Dinex Latvia" Ltd.</p> <p>Occupational health and safety and environmental management policy</p>	Process Owner: General Manager
Group Operations		Document Author: VID
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In order to ensure safe and healthy working conditions, "Dinex Latvia" Ltd. has introduced, maintains and independently improves its environmental management and occupational health and safety system in accordance with the requirements of ISO 14001 and ISO 45001.

Taking into account the challenges and engaging in the achievement of common goals, this policy is oriented towards sustainable development, compliance with occupational safety and environmental management standards.

GOAL

The goal of the occupational health and safety and environmental management policy of "Dinex Latvia" Ltd. is to identify the possible harmful risk factors of the working environment and to ensure the performance of the necessary preventive measures, thus reducing the likelihood and impact of such risks as much as possible and preventing accidents.

BASIC PRINCIPLES OF OCCUPATIONAL HEALTH AND SAFETY:

- *Safe and healthy working environment:* to ensure a safe and healthy working environment for employees, service providers and visitors, observing the requirements of the regulatory enactments of the Republic of Latvia and the ISO 45001 standard;
- *Cooperation and involvement:* to promote active participation and awareness among workers and stakeholders to improve safety at work and maintain good practice;
- *Identification and prevention of risks:* systematically identify and assess the working environment risks, taking measures for the reduction or prevention thereof.

BASIC PRINCIPLES OF ENVIRONMENTAL MANAGEMENT:

- *Compliance with regulatory enactments and standard requirements:* to comply with the requirements of regulatory enactments and standards regulating environmental protection in order to prevent negative impact on the environment.
- *Resource efficiency:* rational use of natural and other material resources in its activities and ensure environmentally friendly and rational waste management;
- *Cooperation and involvement:* to promote communication, participation and consultation among all staff in order to develop the understanding of staff involved in the different competence activities, improving their awareness of their role and potential both for the prevention of health and safety risks and for the purpose of hazard or emergency operations.

SIA "Dinex Latvia" General Manager _____ Naresh Nagarwal

