

Health and Safety Policy

Purpose

The purpose of this Health and Safety Policy is to establish and maintain a safe and healthy working environment for all employees, contractors, visitors, and stakeholders of VENBEST LLC. This policy aims to prevent accidents, injuries, and occupational illnesses by promoting a culture of safety and compliance with applicable health and safety laws and regulations.

Scope

This policy applies to all VENBEST LLC personnel, contractors, subcontractors, and visitors across all company locations and operations.

Commitment

VENBEST LLC is committed to:

- Providing a safe and healthy workplace by identifying and controlling hazards.
- Complying with all relevant health and safety legislation, regulations, and standards.
- Continually improving health and safety performance through regular risk assessments, training, and audits.
- Encouraging active participation and consultation of employees in health and safety matters.
- Ensuring that all employees understand their responsibilities regarding health and safety.

Responsibilities

- Management:
 - Ensure implementation and enforcement of this policy.
 - Provide necessary resources and training to maintain a safe workplace.
 - Conduct regular inspections and risk assessments.
 - Investigate incidents and implement corrective actions.
- Supervisors:
 - Monitor compliance with health and safety procedures.
 - Report hazards and incidents promptly.
 - Support employees in following safe work practices.
- Employees:
 - Follow all health and safety policies and procedures.
 - Use personal protective equipment (PPE) as required.
 - Report unsafe conditions or incidents immediately.
 - Participate in health and safety training sessions.

Risk Management

- Conduct regular workplace hazard identification and risk assessments.
- Implement appropriate control measures to eliminate or reduce risks.
- Maintain records of risk assessments, incidents, and corrective actions.
- Review and update risk management practices regularly.

Training and Awareness

- Provide comprehensive health and safety training to all employees upon hiring and periodically thereafter.
- Promote awareness of health and safety responsibilities through ongoing communication and refresher courses.
- Ensure contractors and subcontractors are informed of VENBEST's health and safety requirements.

Incident Reporting and Investigation

- All accidents, near misses, and unsafe conditions must be reported immediately.
- Investigations will be conducted to determine root causes and prevent recurrence.
- Findings and corrective actions will be documented and communicated appropriately.

Emergency Preparedness

- Develop and maintain emergency response plans for potential workplace incidents.
- Conduct regular drills and training to ensure readiness.
- Ensure availability of emergency equipment and clear evacuation procedures.

Continuous Improvement

- Monitor health and safety performance through audits and inspections.
- Review this policy annually or as needed to reflect changes in legislation or company operations.
- Encourage feedback from employees to enhance health and safety practices.

Implementation Date: May 13, 2025

Vadym Olianishyn

General Director

VENBEST LLC