

As the General Manager of Ribella Foods Ltd., I confirm that occupational health and safety is our highest priority and an integral part of our daily operations. We are committed to ensuring that every employee has the right to work in a safe environment and under conditions that protect their health, safety and dignity.

SCOPE

This policy applies to all company activities, including production, warehousing, packaging, distribution and support functions, as well as to all employees, contractors, suppliers and visitors.

HOW WE WORK

Health and safety is an integral part of our daily operations and decision-making. At Ribella Foods, we identify risks before work begins, use safe equipment and appropriate personal protective equipment (PPE), comply with established rules and procedures, and continually improve the working conditions.

OUR KEY AREAS OF FOCUS

Particular attention is given to risks arising from operating machinery and equipment, movement on wet and slippery surfaces, the use of cleaning and disinfecting chemicals, working in cold environments, and manual handling of loads. Clear rules and appropriate control measures are implemented for each of these activities.

OUR COMMITMENT

Ribella Foods provides safe working conditions, suitable equipment and personal protective equipment, continuous employee training, and compliance with all the applicable legal and other relevant requirements. Every incident, near miss or hazardous situation must be reported, investigated and addressed to prevent recurrence.

YOUR RIGHTS AND RESPONSIBILITIES (SMETA)

At Ribella Foods, every employee has the right to report hazards or concerns, to refuse unsafe work, and to be heard and protected from retaliation or any adverse consequences. Employees also have a responsibility to contribute to improving workplace health and safety through responsible behaviour, cooperation and active participation.

OUR SHARED RULES

Working under unsafe conditions is not permitted. Any identified hazard must be eliminated or adequately controlled before work resumes.

HOW WE MONITOR AND IMPROVE

Occupational health and safety performance is monitored through the recording and analysis of workplace injuries, incidents and near-miss events, together with the implementation of training programmes and internal inspections. The findings are used to continually improve both our working practices and working conditions.

RESPONSIBILITY

The management is responsible for providing the conditions, resources and support necessary for the implementation of this policy. Occupational health and safety is a shared responsibility of all employees.

This policy is publicly available, applied on a daily basis, and subject to regular review and continual improvement.

In Bački Jarak, 14 May 2026

General Manager



Boban Anđelković