

The top management of the Softline Group of Companies (hereinafter referred to as Softline) recognizes the importance of the Occupational Safety and Health Policy and assumes responsibility for its implementation by setting appropriate goals and objectives, allocating the necessary organizational and financial resources to achieve them, monitoring and analyzing activities in the field of occupational safety and health.

The objectives of Softline's Occupational Safety and Health Policy are: preserving the lives and health of employees and customers, ensuring the safety of production processes and equipment, preventing industrial injuries and occupational diseases, and improving working conditions and safety for workers.

To achieve the objectives of the Policy, Softline sets the following tasks:

- Comply with the requirements of legislation and standards in the field of labor protection applicable to Softline's activities.
- To ensure occupational safety and health protection of the Company's employees by preventing accidents and occupational diseases at work.
- Involve the Company's employees in occupational safety management.
- Carry out systematic monitoring of compliance with occupational safety and health regulations.
- Continuously improve the Softline Occupational Health and Safety Management System.
- Encourage and promote a healthy lifestyle among employees.

To achieve the assigned tasks, Softline undertakes to:

- Improve production processes, use equipment, necessary personal protective equipment and technologies that ensure occupational safety.
- Conduct monitoring, inspections, internal audits, and assessment of working conditions to control compliance with legislative and other requirements applicable to the Company's occupational safety and health risks.
- Identify and assess occupational safety risks and effectively manage the identified risks.
- Ensure employee competence in the field of occupational safety and health, and communicate the obligations of this Policy to Softline employees and clients.
- Support the organization of sports events and independent sports activities of employees, and disseminate information about their achievements.

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CEO of the Softline Group of Companies