

OCCUPATIONAL HEALTH AND SAFETY POLICY STATEMENT



DHL International Belgrade d.o.o. through its occupational health and safety policy statement in accordance with the requirements of the ISO 45001 standard, it emphasizes that the services of express transport of shipments and logistics in domestic and international road and air transport will meet the requirements of service users, interested parties and applicable laws and regulations and the requirements of the DHL Group .

The safety and health of our employees are the foundation of the success of DHL International Beograd d.o.o. "Safety first" is our approach to occupational health and safety. We promote the safety and health of all our employees and remain committed to providing a supportive work environment. "Safety First" is a key element of the DHL Group Strategy. In DHL International Beograd d.o.o. we are focused on meeting the needs of our stakeholders. By combining our global and cross-sector expertise, we strive to identify and implement best practices for the safety and health of our employees and those affected by our activities. With our activities in the field of occupational safety and health, we support our three strategic goals to be:

- **Employer of Choice** - Providing a safe, healthy and fulfilling work environment for our employees.
- **Provider of Choice** - Compliance with relevant legal and contractual requirements, thereby ensuring business continuity for our customers through the consistent application of effective processes related to safety and health.
- **Investment of Choice** - Securing our growth and profitability by ensuring that the safety and health of our employees are respected, in line with our guiding principles of respect and results.

Occupational safety and health is a key aspect of good management. This includes clearly delegating responsibility for dealing with occupational health and safety risks and opportunities.

In cooperation with our stakeholders, we ensure that we achieve:

- Safety first. We think about safety in everything we do. Compliance with safety and health requirements takes priority over economic profit or savings.
- Occupational health and safety requirements are recognized and considered in all operational activities, including the planning phase of these activities. This includes compliance with applicable rules and regulations, as well as compliance with social norms, generally accepted business practices and safety standards.
- Safety is everyone's responsibility. We involve and engage our employees in the implementation and improvement of activities and initiatives for workplace safety, constantly improving the effectiveness and efficiency of the process of providing services, investing in human resources and equipment in order to maintain a modern technological level of market coverage with the services we provide with participation and consulting of employees in the planning, implementation and evaluation of all activities of importance for the quality of service provision and safety and health at work.
- We support and encourage our managers and employees to promote safe and healthy working conditions to prevent occupational injuries and ill health. This includes implementing effective processes, procedures and technologies to minimize and/or eliminate hazards, as well as using First Choice tools.
- We strive to improve the safety and health of our employees through regular training, education and qualifications, and we encourage open incident reporting which enables us to communicate information on occupational safety and health topics and share best practices and lessons learned.
- To support this occupational safety and health policy statement and to provide a framework for setting occupational safety and health objectives, we will continue to develop and improve the occupational safety and health management system as a framework for safety first and continuously review itself system to improve the process.
- We work together with our customers, suppliers, business partners and stakeholders to meet these rules and require all suppliers to adhere to the principles set out in the DHL Group Supplier Code of Conduct.
- Measuring and monitoring the performance of our services and analyzing the results through regular reporting, we promote awareness of a process approach and thinking based on risks and opportunities for business, considering and determining internal and external stakeholders.

The top management of DHL International Beograd d.o.o. has the obligation to continuously review and improve this Policy and the goals that derive from it, about which it will regularly inform employees and all interested parties. The policy is available to employees, business partners and stakeholders.

Date: 20.05.2024.


Fionn Herriott, Managing Director