



HEALTH AND SAFETY MANAGEMENT POLICY OF ULJANIK d.d.

The activity of ULJANIK d.d. includes the design and construction of ships, floating facilities and other marine technology objects. Our vision of Occupational Health and Safety Management is directed towards implementation of preventive activities in order to recognize danger and decrease risk to health at working positions including employees, suppliers, visitors and others on activities that ULJANIK d.d. may have an influence on.

Fundamental directives:

1. **ULJANIK d.d.** commitment is to permanently ensure appropriate working conditions and working environment which ensures the health and safety of workers in accordance with Legislative requirements and other applicable regulations to ensure the safe performance of working activities.
2. Our intentions are clearly shown by accepting, applying and operating according to guidelines and directives of the international norms **OHSAS 18001**.
3. In **ULJANIK d.d.** we comply with and adjust ourselves to all applicable Laws of the Republic of Croatia which relate to the protection of health and safety at work, as well as additional requirements which arise from regular dialogue with employees as well as other interested parties.
4. We develop, follow and apply internal acts of **ULJANIK d.d.** with which we ensure quality, environment, health and safety management.
5. This strategy firstly requires identification of danger and risks for the health and safety of employees, constant control of identified risks and danger, readiness for the prevention of injuries and illnesses, as well as continuous improvement of performance and management of the system for the protection of health and safety.
6. By establishing individual and general targets we continuously improve methods and procedures for the purpose of preventing injuries and illnesses and permanent improvement in management of health and safety protection.
7. Health and Safety targets should be established in all business sectors in accordance with the valid policies of applicable Management Systems, while realizations and verification of implementation shall be monitored on organizational and management levels.
8. We aim towards constant progress and education of our employees and we are developing their human potential and intellectual capital with an emphasis on the expressed awareness of the importance of each individual for the organization.

Pula, 15. April 2015.

**President of Management Board
Gianni Rossanda, B.Sc. Econ.**