



Authorised by
Executive Director
Stoyan Macheev

HEALTH AND SAFETY POLICY

1. Purpose

To ensure that the Company’s policy on health and safety at work is clearly formulated, documented and communicated by the Management and the entire workforce is familiar with it.

2. Scope

The Health and Safety Policy is part of the General Policy of the Company. It expresses the conviction and intention of the Senior Management to protect the health and safety of the employees and to constantly improve the working conditions.

The Health and Safety Policy covers all aspects of human health and safety and applies to all activities and work places, and to everybody who works on the premises of the Company.

3. Responsibility

The responsibility and competence for the definition and implementation of the Health and Safety Policy lies with the Senior Management.

4. Rules

(1) A main objective of the Company is to function safely and responsibly, and with full respect for the workers and the society, aiming for continuous improvement towards the achievement of this objective.

(2) The obligations of the Management and the efforts of the workforce are directed towards:

- Achieving complete absence of occupational injuries and illnesses resulting from the working conditions, and not allowing occurrence of accidents, thus maintaining and improving the health and safety of the workers.
- Safe application and execution of the procedures and providing safe and environmentally clean products in harmony with the society.
- Participation in an open and continued dialogue on topics pertinent to the health and safety at work and to the protection of the environment with all partners, suppliers, organisations, academic institutes, local authorities and the society as a whole.



(3) The Management of the Company is informed immediately about problems related to the health of the workers and the safety of the working conditions and adheres strictly to this Policy.

(4) The observance of the Health and Safety Policy and the compliance with the applicable laws are responsibilities of all employees of the Company and constitute major requirements for employment in the Company.

(5) The Management of the Company is responsible for the training and education of the employees, necessary for their understanding and compliance with this Policy and with the law.

(6) The Health and Safety Policy is reviewed by the Management of the Company annually.

(7) The Health and Safety Policy is based on the following principles:

- All incidents, injuries and occupational illnesses can be avoided through means of timely preventive measures;
- The prevention of incidents contributes for the good operation of the Company and for the safety of its employees;
- All incidents, occupational injuries and illnesses must be investigated immediately;
- The managers on all levels are responsible for the prevention of incidents. The inspection of the working conditions is one of their main obligations;
- The readiness to perform the work safely is fundamental for employment in the company. All employees take part in the effort for ensuring the health and safety at work;
- The training of the workforce on topics related to the health and safety is essential, needed and compulsory.
- The Management of the Company executes reviews and inspections on issues related to the health and safety at work.

(8) The Health and Safety Policy of the Company is defined and implemented by the Senior Management. It is developed for a period of 5 years and updated annually, as needed.

During the development process, the views of the workforce are researched and taken into account, and the Policy is discussed with the Working Conditions Committee before it is finally approved by the Management.

(9) The Policy of the Company is communicated to every employee of the Company with the aim to ensure their personal engagement, participation and responsibility for its realisation.



PROJECT BG051PO001- 2.3.02-0022
“Ensuring Health and Safety at Work
for the Employees of BUNAY SA”
The Project is realised with the financial support of Operational
Program “Development of the Human Resources”,
co-financed by the European Social Fund of the European Union



(10) Based on the Policy, clear and quantifiable objectives are formulated, and events are planned to achieve them. The tasks resulting from the set objectives are distributed between the divisions and the responsible people, and systematic control is applied to ensure the execution of each task.

(11) During the annual reviews of the working conditions and the functioning of the Health and Safety System, the Management evaluates the execution of the plans, as well as the achievement of the objectives and the observance of the Policy.

When necessary, the Health and Safety Policy is amended and appropriate objectives are set.



June, 2013

This document is prepared with financial help from the European Social Fund. BUNAY SA carries the full responsibility for the content of this document and it shall never be construed as official position of the European Union or the National Employment Agency.

We Invest in Your Future!