

OCCUPATIONAL HEALTH AND SAFETY / WORKING CONDITIONS POLICY

The safety of our employees is a top priority—and so is the safety of our visitors. ZIPPER complies with all national and local laws and regulations related to the creation and maintenance of safe working conditions and a healthy workplace environment.

The company's management has adopted and implemented an Occupational Health and Safety Management System in accordance with ISO 45001, the effectiveness of which has been recognized through ISO 45001 certification obtained in 2016.

We integrate health and safety management practices into all aspects of our operations, working to eliminate or minimize hazards and occupational risks, thereby ensuring a healthy and secure work environment.

When such hazards cannot be eliminated, ZIPPER applies appropriate risk mitigation measures.

Employees will not be penalized—and visitors will not face any consequences—for reporting safety-related concerns. Employees are empowered to refuse unsafe working conditions without fear of retaliation, intimidation, harassment, or reprisal, and visitors have the same right to refuse unsafe visiting conditions without risk of negative consequences.

ZIPPER provides all employees and visitors with appropriate health and safety information:

- Employees receive regular training on occupational health, workplace safety, and emergency preparedness;
- Visitors are required to review and accept the Visitor Agreement, which outlines rules on occupational health and safety and emergency procedures.

Where applicable, the company makes available Material Safety Data Sheets (MSDS) for hazardous or toxic substances (e.g., toner used in production processes), and ensures adequate training for employees who may encounter such materials.

An annual Occupational Health and Safety Committee meeting is held to review the occupational physician's report on employee health status, evaluate risk reduction plans, and collect suggestions for improvement.

Additionally, all employees benefit from access to the country's largest private healthcare network, through a dedicated subscription that enables them to maintain their health proactively. This includes access to a wide range of preventive check-ups, specialized consultations, diagnostic tests, and treatments—all delivered to the highest medical standards.