



Coca-Cola HBC Serbia d.o.o. is aware of the importance of occupational health and safety of all our employees, and devotes special attention to it through the development and implementation of an effective occupational health and safety system, as well as relevant standards and practices to reduce the risks associated with its business activities.

The Company aims to provide a sustainable, healthy, safe working environment and to minimize the risks to employees, contractors, visitors and others who may be affected by the activities of the Company.

Through its commitment to providing a healthy and safe working environment, the Company supports the following health and safety principles:

- ✓ Comply with the legislation and other requirements relating to safety at work through continuous work on the prevention of accidents and occupational diseases, developing, reviewing and continuously improving the occupational health and safety management system meeting the requirements of OHSAS 18001 standard and Coca-Cola Hellenic company standards;
- ✓ Provide an environment where work-related health and safety risks are controlled to prevent injuries and occupational ill health.
- ✓ Include occupational health and safety strategy in the annual business planning process to ensure that it remains an integral part of operations;
- ✓ Set annual measurable occupational health and safety objectives to ensure continuous improvement and compliance with all standards;
- ✓ Identify, assess and control risks from known causes of occupational injuries and ill health associated with workplace processes and working environment;
- ✓ Investigate the causes of work-related injuries and ill health and take action to prevent recurrence;
- ✓ Ensure that occupational health and safety systems, procedures and performance are transparent and accessible to external and internal audits and validations;
- ✓ Include requirements in terms of occupational health and safety into performance measurement and continuous improvement programs;
- ✓ Ensure that all employees, at every level of the organisation, understand and commit to implementation of this Policy and practices related to safe work;
- ✓ Develop employee OH&S competency through effective training and leadership at all levels within the organisation;
- ✓ The implementation of Coca-Cola Hellenic Occupational Health and Safety Policy implies that our operation will work to protect the health of its consumers through the expansion of its range of products, responsible sales and marketing, higher level of information and education provided to its consumers.



As General Manager, I am committed to Occupational Health and Safety Policy. Responsibility for the successful implementation of this policy belongs to every employee of Coca-Cola HBC Serbia d.o.o. at each level and function in the organisation.

Belgrade, February 2018

Aleksandar Ružević,
General Manager

