

O.H.S.A.S POLICY

-2022-

STATEMENT REGARDING THE OSHAS POLICY

FPS Flexibles Romania is continuously concerned with streamlining processes in its field of activity and improving performance.

In the management of OSHAS, as Manager I am engaged in:

- establishing the organization's policy and its continuous adequacy;
- ensuring safe and healthy working conditions for the prevention of work-related injuries and illnesses, adequate to the purpose, size and context of the organization, the specific nature of OSHAS risks and opportunities;
- ensuring the financial, material and human resources necessary for the efficient development of the processes, in full safety from the point of view of OSHAS;
- providing the necessary resources to eliminate hazards and reduce OSHAS risks;
- fulfilling all the requirements imposed by the specific regulations regarding OSHAS in force, for all categories of activities and works;
- continuous assurance of compliance with the legal requirements in force, occupational safety and health regulations applicable to the organization, with the standards and other requirements applicable to the field of activity;
- consulting and involving workers, through their representatives, in ensuring the implementation, maintenance and continuous improvement of policy requirements and objectives on safety and health at work, regarding changes in policy, working procedures and equipment;
- ensuring that the OSHAS system obtains the intended results through actions of measuring and monitoring the objectives and establishing adequate measures for the continuous improvement of the integrated management system;
- maintaining the health of workers, a safe and healthy work environment, the competence of workers, training and organizing the workplace to eliminate the imminent danger of injury and occupational disease;
- adopting adequate provisions regarding the maintenance of work equipment;
- providing for employees the personal protective equipment, necessary for protection against risks that cannot be avoided by other means;
- training of employees on the use of protective equipment;
- providing employees with information on OSHAS risks and training workers on procedures to follow in case of emergency;
- awareness of all employees regarding the impact of work accidents on the production team;

- informing the employees of the way of reporting the conditions dangerous work and accidents;
- taking rapid measures, in accordance with the legal provisions in force for the investigation of accidents, of those that were about to occur and of the reported problems;
- regular inspection of the workplaces and verification of the conditions in which the employees respect the procedures for carrying out the activity in conditions compliant with the work safety norms;
- analysis and periodic review of OSHAS policy and work procedures, the stage of achievement of established objectives and decisions and opportunities for improvement.

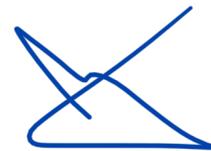
The detailed annex can be found in the General Policy regarding Quality, Hygiene, Environment, Health and Occupational Safety.

Date :

20.05.2022

General Manager,

Tiberiu Petrica



Smoking, Alcohol and Drug Policy

Smoking

Within **FPS Flexibles Romania**, the activity of fire prevention and extinguishing is ensured by technical and organizational measures aimed at protecting the lives of employees, material goods and the environment.

The policy regarding the firefighting activity is not limited only to the legislation in force - these are essential and must be applied at the workplace, by ensuring the activities of emergency situations, and according to the law, the Manager of **FPS Flexibles Romania** has the following obligations:

- Ensures the identification, monitoring and evaluation of specific risk factors generating dangerous events;
- Establishes and follows the fulfillment of the measures and actions of prevention and preparation of the intervention, depending on the classification and classification of emergency and civil protection situations.
- Organizes and equips the emergency service and establishes the regulations for their organization and functioning;
- Organizes the training and preparation of the staff employed;
- Provides annually, in its own budget, funds for the expenses necessary for the development emergency and civil protection activities.

The Manager of **FPS Flexibles Romania**, orders: "Smoking regulation" is mandatory within the unit.

Within the company, smoking is allowed only in specially arranged and inscribed places: "PLACE FOR SMOKING".

Through the daily consumption of cigarettes, addiction is caused for people prone to this habit, and through the composition of a cigarette, nicotine is responsible for addiction and tars for the carcinogenic effect.

Causes of smoking addiction:

- a) Genetic factors;
- b) Behavioral factors.

The phenomenon of cigarette consumption also has consequences for the people around, and the daily consumption of cigarettes leads to nicotine addiction, the appearance of respiratory disorders, biological predisposition, stress, lung cancer, etc.

Planning and gradually reducing cigarettes or sudden smoking cessation can be done through an adjuvant medication, patch, nicotine nebulizer, and relapse prevention will be done through candy, gum, cognitive-behavioral strategies.

The Manager of the company will order, through the subordinate staff, the training of all persons on the serious consequences on the health of the workers for smoking.

Alcohol

The Manager of **FPS Flexibles Romania**, ordered by his own instructions that any worker is obliged to come to work rested, not to be ill or under the influence of alcohol, not to consume or introduce alcoholic beverages at the gate of the unit..

Alcohol is the cheapest drug and the risk of abuse leads to alcohol dependence.

Alcohol deteriorates the health of the person in question, and the vast majority become dependent on this drug which can lead to: irritability, insomnia, lack of concentration, fatigue and finally liver cirrhosis.

The Manager recommends increasing the motivation to give up alcohol, by avoiding the behaviors associated with alcohol and by various methods established by people specialized in detoxification therapy.

Drogs

Risk categories: genetic considerations similar to alcoholism; biological predisposition to drug use; personality traits that reflect the lack of social interactions, stress, education, entourage, etc.

The addict's body has various reactions such as:

- Hallucination;
- Drowsy;
- Very red eyes, enlarged or contracted pupils;
- Pulled to the face, animal look.

The drug is a trap that is difficult to get out of or never comes out of.

The most known and used drugs in Romania are: cocaine, marijuana, heroin, L.S.D.

Drug addicts are considered irresponsible, and the addiction of an addict becomes a wreck.

Regular drug use leads to respiratory disorders and constipation and to falling mentally.

Rehabilitating an addict requires a lot of patience and understanding from those close to him.

The policy developed within **FPS Flexibles Romania**, through the coordination, training systems, ordered by the Manager of the unit - focuses on eliminating the risks of drug use, alcohol, smoking and drugs associated with drugs.

By the forms of training of the employed personnel, in accordance with the legal provisions in force and by the decisions and dispositions issued by the Manager of **FPS Flexibles Romania** for the staff in our unit, they are informed of the risks and consequences of drug use, alcohol, smoking and drugs associated with drugs..

Date:

20.05.2022

General Manager,

Tiberiu Petrica

