

Work Health, Safety, Environment and Quality Policy

STATEMENT

by the management of AGRIA S.A., Plovdiv

The management of AGRIA S.A. places the quality of the products produced, the environment protection and the provision of safe and healthy working conditions among its main priorities, in response to the general striving of the contemporary society to achieve sustainable development.

The following factors are important for the successful implementation of our mission: personnel, customers and suppliers, their health and safety at work, products, environmental protection, profits.

The Work Health, Safety, Environment and Quality policy focuses on all activities, services, products, workplaces and equipment to ensure the quality of plant protection products produced meeting the needs and expectations of our users, to maintain and continually improve a healthy and safe working environment for the stakeholders and to reduce the negative impact on the environment in compliance with the following basic principles:

v/ Correct determination and mastering of the processes necessary for the management system, their sequence and interrelations, applying a systematic approach in their management v/ Conformity with compliance obligations on the quality of the products produced, the protection of the environment, health and safety at work.

v/ Striving for sustainable development - developing policies, investment programs and practices in an environmentally-friendly way, for protecting the environment and continually reducing and preventing its pollution from the company's activities, products and services.

v/ Commitment to prevent injuries and illnesses and to continuously improve the management of health and safety at work and the results in the implementation of activities related to health and safety at work.

Provision of sufficient information, advice, training and upgrading to ensure that all employees are aware of their responsibility for work health, safety, environment and quality protection;

Provision of the necessary resources for development, maintenance and continuous improvement of the systems and for achieving the objectives of work health, safety, environment and quality, using the best technical, technological and management techniques.

v/ Setting requirements for work health, safety, environment and quality for suppliers, customers and other stakeholders; v/ Building mutually beneficial relationships with our suppliers; v/ Continuous improvement of our environmental behaviour by applying the best possible practices according to the legal requirements, our financial and technological capabilities, the needs of our clients, the expectations of the public.

Preventive monitoring, measurement and control of the main characteristics of products, services, processes and activities related to quality assurance, environmental protection, safety and health at work and measures to bring them into line with regulatory and other requirements; v/ Improving and achieving environmental objectives, reducing or preventing pollution, increasing environmental performance, including climate change, preventing injuries and illnesses through systematic inspections and implementation of mastery actions to mitigate risks and opportunities, corrective and preventive actions; v/ Preliminary assessment of possible impacts on the work health, safety, environment and quality prior to the start of any new activity or project to achieve a lasting health and ecological impact of the investment; v/ Developing energy-efficient production, minimizing waste generation and utilizing it wherever possible, optimizing resources used;

Assessing the effectiveness and efficiency and continuous improvement of the work health, safety, environment and quality management system, and their update, if necessary; v/ Providing the work health, safety, environment and quality policy to stakeholders.

The management of AGRIA S.A. believes that the implementation of the work health, safety, environment and quality policy is possible only through the implementation, maintenance and

constant improvement of the work health, safety, environment and quality management systems according to the requirements of ISO 9001 :2015, ISO 14001:2015 and ISO 45001:2018.

To implement the work health, safety, environment and quality policy, the management will work to achieve the following

MAIN GOALS:

1. Continuous upgrading, expansion and modernization of technologies for the production of plant protection products.
2. Continuously increasing customer, staff and stakeholder satisfaction, as a result of applying the integrated work health, safety, environment and quality management system.
3. Increasing the efficiency of the productive activity and striving to increase the market share of the produced plant protection products by continuous reduction and prevention of environmental pollution, ensuring health and safety conditions at work and maintaining mutually beneficial relations with partners and suppliers.
4. Increasing the staff competence, ensuring high quality of staff training, qualification, motivation and education.
5. Creating and maintaining a system for work health, safety, environment and quality risks and opportunities assessment and management in the company.
6. Creating and maintaining a system for identifying, evaluating and managing the significant environmental aspects of the company's activities, products and services.
7. Continuous improvement of company policy and integrated work health, safety, environment and quality management system, as a tool to achieve goals.

The unswerving conduct of the work health, safety, environment and quality policy and the fulfillment of the defined goals are the duty and responsibility of all employees in the company, regardless of the position they occupy.

The management of AGRIA S.A. believes that the staff is fully aware of the importance of the work health, safety, environment and quality for the company's development and success and is confident that everyone, in accordance with their rights, responsibilities and opportunities, contributes to maintaining and improving the integrated work health, safety, environment and quality management system.

As Executive Director of AGRIA S.A., I hereby,

DECLARE my personal involvement and responsibility in the implementation of the policy stated in this Statement.

EXECUTIVE DIRECTOR:

06.03.2019

