



# **Occupational Health and Safety Policy**



# LOG Occupational Health and Safety Policy

LOG considers it of paramount importance to ensure the health and safety of its employees and aims to provide the infrastructure required for the success of its efforts in the field. To this end, we have designed a proactive approach to Occupational Health and Safety (OHS) based on mechanisms of monitoring, control, management and continuous improvement. We invited our employees to formulate with us the ways to improve our conduct in the field and set appropriate mechanisms, action plan, procedures, safety trustees and resources to meet the ambitious goal we set for ourselves of **zero accidents by 2030**.

## Responsibility of employees and managers

We expect our employees to take an active part in applying the knowledge and tools we make available to them, complying with the company's guidelines to prevent safety incidents and ensuring their health and well-being. Employees are also required to demonstrate personal responsibility to their health and safety and to alert in cases where they face any potential risk.

## LOG Safety policy

LOG's management includes the professional body, **which determines and approves** the professional policies and priorities. The members of the professional body have a relevant education, suitable work experience and many years of experience, and all of these help them in their role.

By virtue of its role, LOG's management is committed to the goals of the company and to maintaining an appropriate level of health, safety and continuous improvement.

**The management and execution levels do all that is required and necessary to comply with the guidelines of the law, regulations, standards, manufacturer's instructions, procedures and everything required to prevent work accidents in the areas of occupational health and safety.**

The safety policy, under the guidance of the CEO and the various levels of management, expresses the health and safety tasks through safety trustees in the various departments and safety committee that meets at least 8 times a year. Committee members have industry experience and safety trustees in their training.

LOG has procedures for health and safety, facilitates training of employees, performing monthly exercises, professional tours, conducting risk and hazard surveys, analyzing event reports and all that improves the health and safety in the company.

LOG considers maintaining the safety of its employees, suppliers and customers a **supreme value, which is an integral part of all activities, and a necessary condition for meeting LOG's goals**.

LOG maintains work, craft, service and sales processes to help prevent any harm to employees, consumers and anyone else.

**LOG will invest the resources** required to maintain a safe and healthy workplace for its employees, customers, suppliers, contractors, service providers on its behalf and the environment.

LOG is committed to complying with the requirements of any law, as well as the requirements of relevant standards, procedures and regulations, and other applicable requirements related to maintaining occupational health and safety.

LOG's occupational health and safety policy **based on an effort to prevent accidents in advance by systematically identifying risk factors, assessing risks, and reducing risks to an acceptable level.** Risk detection and evaluation procedures will be performed with respect to each of the **departments**, workstations, activities, work sites, materials, processes, machinery, facilities and any equipment or means used by the company.

**Activities that hold any unacceptable risk to employees or others - will not approved.**

#### LOG policy on equipment issues

LOG's equipment is necessary for the day-to-day operations of the plant.

**LOG's management is responsible for ensuring the integrity of the equipment and mechanization used by the workers at the various workstations.**

**LOG's management will appoint a person in charge - a "Safety champion" - who will coordinate everything related to the equipment and mechanization, including its integrity, usability and maintenance.**

**LOG's management will ensure that all equipment meets the requirements of the standard and international and Israeli standards.**

#### LOG maintenance policy

LOG's maintenance department will perform predictive and preventive maintenance, and all of the department's performance will execute in accordance with the safety guidelines as required by law and will **prevent, as far as possible, failure maintenance.**

LOG will ensure treatment of any malfunction according to its severity and urgency.

LOG will transfer the required resources to a team that will conduct an investigation if necessary or on demand to locate root causes in the event of a safety incident, work accident or **near accident**, and will take corrective and preventive actions to prevent recurrence of the incident or accident.

#### Means for the implementation of the Safety Policy

LOG's management is responsible for creating a safe work-environment, as well as establishing and channeling a system that will promote activity and warn of hazards.

LOG's management will work to implement policies to maintain a safe environment, identify hazards and report to superiors.

A safe and accessible work-environment promotes the utilization of the functional capabilities of the plant while minimizing the risks.

LOG will provide the staff with the necessary resources to prevent safety failures and investigate safety incidents in favor of drawing conclusions and lessons, and will take corrective and preventive actions to prevent the recurrence of the incident or accident.

The safety policy is implemented throughout the company, and requires regular and ongoing attention, led by the involvement of its management:

- **Involvement of management:** Senior executives are required to demonstrate their involvement in the occupational health and safety of LOG's employees by participating in safety tours, holding safety talks, raising the issue of safety at weekly / monthly meetings, taking part in accident investigations and meeting established safety goals. Each manager will set a **personal example** in strict adherence to health and safety issues.
- **Employee participation:** Management will actively involve employees in all matters of occupational health and safety, both within the safety committee, and through the participation of employees or their representatives in safety patrols, accident investigations, writing or updating safety procedures, preparing risk management plans and management meetings that raise occupational safety and health issues.
- **Providing information to employees about risks:** LOG's management will make all employees aware of the risks they face while at work, and will guide them on ways to defend themselves against them.
- **Existence of the safety procedure in LOG through a safety management plan.**
- **Safety procedures and instructions:** For any activity, that involves human, environmental or machine risk factors, procedures and / or work instructions will be written to instruct the employee in the work methods that will prevent injury.
- **Lowering the level of risk in LOG:** Steps will be taken to reduce risks identified to an acceptable level of risk.
- **Safety work and personal protective equipment:** LOG's management will provide employees with proper and safe equipment and tools that meet the requirements of the standards, and will provide all personal protective equipment required by law, standards, procedures, and manufacturer or supplier instructions.
- **Conduct of ongoing safety inspections:** LOG's management will instruct the conduct of ongoing safety inspections at the different company sites to examine various deficiencies and the extent to which the safety requirements are met. The results of the tests will be documented and discussed in the safety committee meetings.
- **First aid equipment:** LOG's management will provide first aid equipment that meets the requirements of the regulations in this matter in accordance with the directives and regulations of the Ministry of Health.

## LOG Employee Health and Welfare Policy

LOG encourages its employees to live a healthy lifestyle through a variety of options for participating in sports activities and training.

The company provides its employees with a variety of financial supporting mechanisms, including wage advances and benefits in addition to bonuses and subsidies for lunches at a rate of about 85%.

In addition, LOG provides its employees with collective health insurance that provides optimal protection with extended coverage.

## Promoting employee safety and well-being among our customers and suppliers

We are committed to promoting awareness of the importance of maintaining employee health and safety among our customers and suppliers. To this end, we share with them our efforts in the field and invite them to take pro-active approach on the matter.

We pay special attention to improving the health and safety of workers among third-party companies that provide us with services such as external maintenance, service providers or machine operators. We emphasize

the importance we see in promoting EHS and are willing to assist with improving their implementation activities to assure their success.

### **Ensuring policy implementation**

- LOG appointed a safety officer who verifies, prepares, assists and manages the introduction of proper safety procedures and hygiene.
- LOG's employee health and welfare managed by the VP of Human Resources.
- A dedicated Safety Committee composed of senior managers and company's employees supervises OHS practices.
- The production site managers undergo professional training and updates in order to continuously improve our conduct regarding OHS.

### **Scope**

LOG's Occupational Health and Safety Policy serves as a declaration of its management and executive's commitment towards all our stakeholders and applies to all activities of the Company and its subsidiary throughout the entire value chain.

### **Policy communication and transparency**

The policy is available to all of the Company's stakeholders on the Company's website.

We also publish an annual sustainability report in accordance with the standards of the "Global Reporting Initiative" (GRI) on the LOG website, in which we report transparently on material social indicators.

We invite our stakeholders to send suggestions and ideas for implementing solutions in the field to: [ESG@logpac.com](mailto:ESG@logpac.com)