VOCATIONAL HEALTH & SAFETY POLICY

Health and safety of all personnel with access to work facilities is considered as a prime value which may not be simply acquired or bought; this explains why health and safety concerns make part of our own responsibility.

impol is well aware that health and safety at work-posts result in greater satisfaction of all employees and the general public alike. This is why we make our best to continually reduce the levels of risk generated by our current operations. At planning new activities we select such technical solutions that are more friendly to our employees' health and safety.

The vocational health & safety management system makes part of the corporate business system and, as such, is incorporated into all of ***impol*** processes.

The Company's main guidelines include:

- Management commitment health- and safety-wise is reflected in defining the authorisations and responsibilities of process keepers, departmental leaders, technical experts and a doctor of medicine. Through regular reviews, top management itself is responsible for ensuring an efficient implementation of all activities within the field of health protection, and is also responsible for the integrity of the health & safety policy, in line with ongoing changes in the ***impol*** .
- The Company's ambition, as part of our health & safety policy, is to gradually introduce safer and health-friendlier solutions into everyday practice, all of it based on the existing technological and financial capabilities and, additionally, economic concerns.
- Our obligation is to observe legal regulations and prescriptions.
- The programme of vocational health and safety makes part of the Company's short- and long-term plans; appropriate financial means have been secured for that purpose. By prescribing additional activities in the field of vocational health and safety, on a yearly basis, we keep upgrading the current state of affairs.
- Depending on each one's activities in the working process, all of the employees take part in various forms of training. In this way the Company increases the degree of care health- and safety-wise by each employee him-/herself (self-care). It is a special commitment for all personnel to pay attention to the principles of vocational health and safety.
- In research and finding solutions to vocational health and safety issues ***impol*** takes into account the initiatives coming from personnel and parties interested.
- The public and personnel alike have access to information concerning our efforts and results achieved in this field.
- Having passed a policy of vocational health & safety we have, in fact, made a commitment to protect everybody's good health. Our efforts are primarily reflected in:
  - modified (improved; optimised) technological processes now running at minimised risk;
  - reduced exposure (in duration) of operators to physical impacts;
  - location of hazardous areas and limited access and designation of these with special marks;
  - classification of work-posts where periodical checks are to be carried out, to determine the theoretical and practical ability of operators for safe work;
  - location of areas where the presence of physical and environmental hazards is to be periodically examined;
  - classification of work-posts where preventive medical checks are to be carried out on a regular basis;
  - monitoring of the employees' health condition;
  - periodical checks of the work equipment in use;
  - efficient use of prescribed protective means.

The Company's vocational health & safety policy as documented is available to the general public.

Slovenska Bistrica, 19. November 2002

Jernej Čokl

President of the Management Board