

With more than 50 years of striving for excellence in tourism and with a level of service and accommodation that is second to none in a number of globally recognisable destinations – Rovinj, Vrsar, Zagreb, and Dubrovnik, aware of the role it has to play and the level of responsibility in the environment in which it operates, with the aim of protecting the health and safety of its guests as well as employees, Maistra hereby adopts the following:

## Occupational health and safety policy

Maistra undertakes to professionally and responsibly monitor and manage all aspects of its processes and services, thus minimising risks in the workplace.

We are committed to implementing health and safety measures.

We continuously monitor, improve, and take precautionary actions to prevent potential risks.

**For this reason, we have set the following rules:**

- to introduce new technology and environmentally friendly materials and substitute substances that directly or indirectly affect human health and safety;
- to keep track of processes and activities which may have a negative impact on the health and safety of employees and guests, and change them if necessary;
- to perform proper maintenance of work equipment and regularly check its safety;
- to continuously train, upskill, and educate employees in occupational health and safety;
- to monitor, implement, and comply with the legislation of the Republic of Croatia and international legislation;
- to develop a culture of prevention and improvement of occupational health and safety.

Our goal is to ensure safe and healthy workplaces that contribute to employee well-being, improved productivity, competitiveness, and economic development.

We are open to all positive suggestions that can improve our business policy, and we are committed to utilising our knowledge and experience in the entire Adris Group which we are a part of.

Health and safety management is part of our business strategy, while the satisfaction of our employees and guests forms the foundation of our business policy.

To achieve a better implementation of the occupational health and safety system requirements, we have the support of all our employees whose personal responsibility is an integral link in the quality and performance chain of the entire system.

The Management has the responsibility of establishing and promoting the Occupational Health and Safety Policy.

The Policy is available to the public and shall apply from the date of signing.

In Rovinj, 1 February 2022

Member of the Management Board  
Tomislav Popović