



General Health and Safety Policy Telelink Business Services Group

Telelink Business Services Group (in short: TBSG) is committed to satisfying the needs of its customers and responding to the needs of the market by offering comprehensive services in the design, development, construction, implementation, maintenance and monitoring of information, communication, and security systems, as well as to train its customers to work with the implemented telecommunications and information solutions.

We value our employees, and we are committed to providing them a healthy and safe working environment as well as a positive safety culture.

We strive to constantly improve our Health & Safety Policy and we regularly monitor the effectiveness of processes and conduct consultations with employees as part of our constant effort to build, implement and develop a health and safety culture in the company.

We identify hazards and manage risks by applying measures to prevent accidents and occupational diseases. We inform our employees about the dangers associated with their work and we include the employees' representatives in decision-making related to risk minimization measures and ensuring healthy and safe working conditions.

We ensure that the senior leadership at each site promote safe work behaviors, and ensure the necessary tools, processes and resources are available for safe work.

We ensure employees are encouraged, supported, and empowered to participate in occupational health and safety trainings and we strive to motivate them by creating an appropriate work environment microclimate.

We establish processes to ensure safety trends are identified and analyzed and effective action plans are established.

We comply with all health and safety legal requirements in the countries where the company operates.

In addition to compliance with the respective legal requirements, TBSG is implementing international standards like ISO 45001.

We continuously improve the occupational health and safety management system and TBSG headquarters in Bulgaria as well as our office in Serbia are certified. There are plans to expand to additional locations in the coming years based on our business and client needs.

The senior management team of every TBSG location is responsible for meeting the above commitments. Additionally, TBSG expects every employee, contractor, and visitor to follow the relevant health and safety rules, and to report workplace injuries and unsafe conditions promptly.

Change Control

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Change control

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