

Integrated Management System

SOF Connect in its role of airport operator assumes the responsibility to ensure a healthy and safety working conditions and prevention of injury and illness of all employees, subcontractors and visitors present at Sofia Airport.

With the adoption of this policy, the senior management of SOF Connect in the person of the Board of Directors and the Executive Director are committed to the implementation of the Health and Safety at Work Management System in accordance with ISO 45001:2018, as part of the Integrated quality, environmental and occupational health and safety management system.

The senior management of SOF Connect understands the social, moral and economic importance of health and safety and is committed to prioritizing the requirements for health and safety at work in all activities and processes. Senior management encourages the maintenance of a company culture that accepts the health and safety of staff as an integral part of the management philosophy and is committed to providing adequate resources to achieve healthy and safe working conditions.

This policy is aimed at developing all activities and processes in the company in a way that takes into account the context, risks and hazards of health and safety at work, **in compliance with the following guidelines:**

- Prevention - measures before the occurrence of accidents at work and occupational diseases;
- Effectiveness - developing programs, processes and methods for identifying risks and taking adequate measures to protect workers;
- Integrated occupational safety and health activities for accident prevention and environmental protection;
- Activity and empathy of workers at all levels.

The creation and maintenance of healthy and safe working conditions is realized through the following specific activities:

- Maintaining and improving the health and safety management system in accordance with the requirements of ISO 45001:2018, all applicable regulatory requirements, best manufacturing practices and all other specific requirements of working and third party stakeholders;
- Maintenance and improvement of workplaces, systems, machinery and equipment, the use of chemicals and control of operational activities in order to ensure healthy and safe working conditions and well-being of workers;
- Promoting and promoting a positive culture of health and safety throughout the organization by providing information, training, instruction and monitoring.



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- Regularly review health and safety objectives and programs to improve working conditions and provide resources for their implementation;
- Encourage staff to report hazards openly, including potentially dangerous incidents, without fear of reprisals, to ensure that the root causes of the incidents are identified, enabling measures to be taken to prevent their recurrence;
- Establish an effective organization for disseminating the Occupational Health and Safety Management System to employees so that they are aware of their responsibilities and communicate so that the system can be understood and implemented by all employees.

In order to comply with the principles and fulfill the objectives outlined in this policy, the management of SOF Connect:

- Undertakes the commitment and responsibility to provide the necessary resources to implement the policies and objectives of health and safety at work, to maintain compliance with all applicable regulatory requirements and requirements of third stakeholders;
- Requires the company's staff in the performance of their duties to apply the principles arising from this policy and to comply with the requirements of the implemented Health and Safety Management System as part of the integrated management system of SOF Connect;
- Calls and requires all its partners, subcontractors and clients to comply with the policy commitments of SOF Connect regarding health and safety at work.

This Policy was approved by the SOF Connect AD Management Board.

Jesus Caballero Pinto

CEO of SOF Connect

Juan Ramon Matas Sebastia

Chief Operating and Service Officer

Stephane Vernede

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History of changes			
Version	Category of the revision (New requirement, update, paraphrasing)	Description of major changes	Date
1	New policy	Policy creation and approval	05/13/2022
2	Update	Renewal of the Management Board and change of the company logo	10/2024

Approved by:

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