



Occupational Health & Safety Policy

The senior management of ELLA RESORTS is committed to the preparation and execution of the general occupational health and safety policy. The organization will be guided by the following criteria:

On an equal basis the policies regarding Quality Assurance (QA), Environmental Management System (EMS) and Occupational Health and Safety (OHS) will be an integral part of the company policy.

Apart from the applicable legislation and regulations the policy is aligned with the requirements of our Employees, Customers, and all relevant interested parties.

The execution of the OHS policy is organized in such a way that both the Management and the Employees are involved. Their safeguards and responsibilities are to be formulated and taken into consideration along with the applicable legislation.

Employees are to be instructed, guided and supervised in order to carry out their work in a responsible way as set out in these policies. By setting the OHS objectives, the goal is to seek:

- Clean and safe indoor, outdoor, communal, and public facilities within our resorts.
- Optimum working conditions resulting in the health and safety of Employees, visitors and other affected individuals involved is to be assured as much as possible.
- The execution of the occupational activities is to be done in such a way preventing personal injury, accidents, ill health, occupational diseases and/or material damage.

Finally, ELLA RESORTS strives to be “a learning organization”, devoted to the continuous improvement of the company processes, the working conditions and the environment.

Emphasis is given to the efficiency and effectiveness of the results of the various company operations.

Signed

The Managing Director

A handwritten signature in blue ink, consisting of several loops and strokes, positioned below the title 'The Managing Director'.

02.03.2022/1