



OCCUPATIONAL HEALTH & SAFETY POLICY

The senior management of Ella Resorts is committed to the preparation and Implementation 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 corporate policy.
- In addition to the applicable legislation and regulations the policy is aligned with the requirements of our Employees, Customers, and all relevant interested parties/stakeholders.
- Implementation of the OHS policy is organized in such a way that both the Management and the Employees are involved. Their roles and responsibilities are formulated taking into consideration the legislation in force.

Employees will receive instructions, guidance and supervision in order to carry out their work in a responsible manner as set out in these policies. Based on the goals set for OHS at work there will be:

- Clean and safe indoor, outdoor, shared, and public facilities within our resorts.
- The health and safety of Employees, visitors and other affected individuals involved will be ensured as much as possible.
- Professional activities will be carried out in such a way as to prevent personal injuries, accidents, illnesses, diseases and/or material damage..

Finally, Ella Resorts strives to be “a learning organization”, dedicated to the continuous improvement of the company’s processes, working conditions and the environment.

Emphasis is placed on the efficiency and effectiveness of the results of the various company operations.

v.1 / 02.03.2022

The Managing Director

A handwritten signature in blue ink, consisting of several loops and flourishes, positioned below the text "The Managing Director".