

POLITIKA HSE / HSE POLICY

(Politika bezbednosti i zdravlja na radu i zaštite životne sredine) (Health, Safety and Environmental Policy)

Bezbednost i zdravlje na radu i zaštita životne sredine (HSE) predstavlja sastavni deo naše organizacione kulture i naših vrednosti. U svim fazama poslovanja dosledno primenjujemo principe koji eliminišu neprihvatljive rizike po zdravlje ljudi i životnu sredinu. Ova posvećenost se realizuje kroz primenu međunarodnih standarda ISO 14001:2015 (upravljanje životnom sredinom) i ISO 45001:2018 (upravljanje bezbednošću i zdravljem na radu).

Pod vođstvom najvišeg rukovodstva, koje snosi krajnju odgovornost za ostvarenje HSE ciljeva, svi zaposleni u Hemofarmu aktivno doprinose očuvanju i unapređenju integrisanog HSE sistema, usmeravajući svoje aktivnosti ka:

- Doslednom poštovanju važećih zakonskih i regulatornih zahteva u oblasti zaštite životne sredine i bezbednosti i zdravlja na radu;
- Identifikaciji i proceni svih relevantnih aspekata životne sredine i rizika u radnom okruženju, uz sprovođenje preventivnih mera radi minimizacije negativnih uticaja, sprečavanja povreda i narušavanja zdravlja kako zaposlenih tako i posetilaca, izvođača radova i pružalaca usluga;
- Razvoju i primeni internih pravila i procedura koje omogućavaju kontinuirano unapređenje HSE sistema;
- Efikasnom korišćenju resursa i energije, smanjenju upotrebe štetnih i opasnih materija i količine generisanog otpada;
- Smanjenju štetnih uticaja novih proizvoda, procesa i tehnologija na zdravlje zaposlenih i životnu sredinu;
- Informisanju, edukaciji i osnaživanju zaposlenih za proaktivno upravljanje rizicima i kontinuirano unapređenje HSE performansi;
- Razmatranju i uvažavanju mišljenja i sugestija svih zainteresovanih strana;
- Transparentnoj komunikaciji sa poslovnim partnerima i drugim zainteresovanim stranama o našoj posvećenosti bezbednosti i zdravlju zaposlenih i zaštiti životne sredine.

Health, Safety, and Environment (HSE) is an integral part of our organisational culture and values. At all stages of our operations, we consistently apply principles that eliminate unacceptable risks to human health and the environment. This commitment is implemented through the application of international standards ISO 14001:2015 (environmental management) and ISO 45001:2018 (occupational health and safety management).

Under the leadership of our top management, which holds ultimate responsibility for achieving HSE objectives, all employees at Hemofarm actively contribute to the maintenance and improvement of the integrated HSE system by directing their activities towards:

- Consistent compliance with applicable legal and regulatory requirements in the fields of environmental protection and occupational health and safety;
- Identification and assessment of all relevant environmental aspects and workplace risks, while implementing preventive measures to minimise negative impacts and prevent injuries and health impairments to employees, visitors, contractors, and service providers;
- Development and implementation of in-house rules and procedures that enable the continuous improvement of the HSE system;
- Efficient use of resources and energy, reducing harmful and hazardous substances and the amount of generated hazardous waste;
- Reduction of harmful impacts of new products, processes, and technologies on the health of employees and the environment;
- Informing, educating, and empowering employees for proactive risk management and continuous improvement of HSE performance;
- Considering and respecting the opinions and suggestions of all stakeholders;
- Transparent communication with business partners and other stakeholders regarding our commitment to safety and health of employees and environmental protection.



Ronald Seeliger

Generalni direktor Hemofarma / CEO of Hemofarm

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