



HEALTH, SAFETY AND ENVIRONMENT

INTRODUCTION

SCOTT BADER d.o.o. originated from the polyester and alkyd resins production plant, which was built in the 1964th in the Chemical Combine "CHROMOS", in Zagreb, Croatia. Since 1973. the resin factory operates as a company within the group of Chromos and since 1989. functioning as an independent organization. In 1993. business conversion was done and Chromos tvornica smola operates as a joint stock company.

In 1999. Scott Bader Group of Companies, based in the UK, entered the ownership structure of the company. After a gradual takeover of all shares of the company, in year 2007, Scott Bader Group become the 100% owner and at that time company changed the name from Chromos tvornica smola d.d. to **SCOTT BADER d.o.o.**

HEALTH AND SAFETY

The goal of our company is to continuously improve our employees' health protection and their safety at work. This is achieved with periodical medical check-ups, employee training and education, testing and inspection of the working environment, testing and inspection of machinery and devices and normative regulation of occupational safety.

Training of employees includes:

- Training employees for work in a safe manner (all employees)
- Evacuation and rescue (6 employees)
- First aid (11 employees)
- Working with hazardous chemicals (39 employees)
- Light and bridge cranes handlers (18 employees)
- Forklift handlers (14 employees)
- Compressor handlers (4 employees)

As well as special training for:

- Person responsible for working with hazardous chemicals (1 employee)
- Health and safety expert (1 employee)
- Safety adviser for ADR i RID (1 employee)

The working environment is tested two times a year and includes:

- Testing the level and quality of sensitivity
- Measuring noise levels
- Measuring the velocity of air flow
- Measuring the air temperature in working surroundings
- Measuring the concentration of physical and chemical harmful effects

All Machinery and Devices with increased danger, pressure vessels, gas installations, electrical installations, lighting conductors and static electricity are tested annually.

Safety at work is normatively regulated by the following documents:

- Risk assessment for each position
- Risk assessment for workplaces with computer
- Safety at work rulebook
- Evacuation and rescue plan
- Occupational safety during loading and unloading of cargo workbook
- Training employees for work in a safe manner program

FIRE PROTECTION

Fire protection preventive measures, which implemented SCOTT BADER d.o.o. arising from fire hazard assessment on which Protection from fire and technical explosion plan is created.

Fire protection is normatively regulated by the following documents:

- Extinguishing, evacuation and rescue plan

- Protection from fire rulebook
- Transport, storage and keeping of flammable liquids and gases rulebook

Employees are familiar with fire and technical explosion dangers and qualify for the initial fire extinguishing.

They are also trained for:

- Handling, storage and transport of flammable liquids and gases (33 employees)
- Person responsible for fire protection (1 employee)
- Using a device for testing the presence of flammable vapors (10 employees)
- technical staff for explosion proof protection (2 employees)

Devices, equipment and supplies for fire detection and fire fighting (fire extinguishers, hydrant network, sprinkler installation, fire-alarm system) are maintained in good working condition and are tested by an approved institution annually.

During production are allocated three professional firefighters in each shift, and on weekends, two professional firefighters in each shift.

Fire fighting, evacuation and rescue training is performed annually with the City of Zagreb Fire Department.

ENVIRONMENT

SCOTT BADER d.o.o. pays special attention to the environmental protection trying to minimize awareness of potentially harmful effects of our activities that are related to the environment.

In accordance with statutory requirements:

- measure air emissions
- examine waste water 2 times a year
- manages hazardous and non-hazardous waste

Environmental protection are regulated by the following internal documents:

- Waste management plan
- Rules on operation and pre-treatment of waste and sewage water;
- Rules on waste management from the technological process
- Operating plan of activities in case of sudden pollution
- Operating plan of activities in environmental protection
- Rules on the disposal of waste oils

We are currently in the process of obtaining environmental permits under the IPPC Directive.

CERTIFICATES

Recertification review of the quality system ISO 9001 was successfully carried out in November 2009, thus confirming that standard requirements were followed.

We are currently in the process of introducing environmental standards ISO 14001.

CONCLUSION

As seeing from all above, SCOTT BADER d.o.o. is fully dedicated in fulfilling their customers requests at “best value” commercial conditions, but at the same time highly respecting and using best available techniques in health, safety and environmental obligations and goals in relationship with its employees, business partners and local and wide social community

May 2010.

SCOT BADER d.o.o.

Management Board