



HEALTH AND SAFETY POLICY (ISO 45001)

We use the Occupational Health and Safety Management System (ISO 45001). Our aim is to protect the lives and health of our employees, clients and visitors.

We have adopted a safety policy with the motto:

Protecting the health and lives of our internal and external employees is clearly a top priority for us.

We will fulfil this basic motto by focusing on the following principles:

1. Responsible attitude to life and health of employees and visitors

- a) We monitor and consistently comply with legal and other requirements relating to the working environment and occupational safety.
- b) We improve the working environment and hygiene at work. We assess the safety risks of all activities and workplaces and eliminate problems according to their urgency.
- c) We introduce technologies with minimal impact on the health of employees and outsiders.
- d) We monitor possible sources of health damage. We systematically monitor and evaluate potential and actual accidents and take safety measures.
- e) The occupational health and safety management system includes all entities affected by the business activities (suppliers, customers, the public, etc.).
- f) We systematically document, assess, control and evaluate the status, results and system of occupational safety management and ensure that any deficiencies identified are immediately corrected.

2. Communication on occupational health and safety issues

- a) We communicate and consult with employees and other interested parties on critical health and safety issues. We motivate all employees to strengthen their responsibility for their own safety, health and company assets.
- b) We require documented assurances from our partners that they will not endanger the lives and health of our employees during their activities on and off our premises.

In Jablonec nad Nisou on 10 January 2023



Aleš Urbánek, CEO