HEALTH AND SAFETY POLICY
(ISO 45001)

We use the Occupational Safety and Health Management System (ISO 45001). The aim is to protect the lives and health of employees, clients and visitors. We have adopted a security policy with the motto:

> Protecting the health and lives of our employees and visitors is a top priority for us

We fulfil this basic motto by focussing on the following principles:

1) **A responsible attitude to the lives and health of employees and visitors**

- We monitor and consistently comply with legal and other requirements relating to the work environment and Occupational Safety and Health.
- We are improving the work environment, and hygiene at work. We update the categorization of work without delay according to the development of the technologies used.
- In cooperation with an expert external company, we assess the safety risks of all activities and workplaces, and rectify any problems accordingly.
- We introduce technologies with a minimal impact on the health of employees and external workers.
- We monitor potential sources of harm to health. We systematically monitor and evaluate potential and actual accidents, and take safety measures.
- The Occupational Safety and Health Management System includes all entities affected by the business activities (suppliers, customers, the public, etc.).
- We systematically document, assess, control and evaluate the status, results and system of Occupational Safety and Health management and ensure that any deficiencies identified are immediately corrected.

2) **Communicating safety and health issues at work**

- We communicate and consult with employees and other stakeholders regarding critical health and safety issues. We motivate all employees to become more responsible for their own safety, health and company property.
- We require documented assurances from our partners that they will not endanger our employees' lives and health during their activities on and off our premises.

Dr. Jindřich Houžvička
CEO

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