

# OUR HEALTH & SAFETY POLICY

## HEALTH AND SAFETY AS PART OF ALL OUR ACTIVITIES

Ensure safety as a matter of public interest through an open approach and dialogue with the public and other stakeholders affected by SPOLCHEMIE's business activities, i.e. suppliers, customers, visitors, the public, and cooperating with them.

In all decision-making and executive processes, when changing or introducing new technologies and products, consistently assess the circumstances and conditions of the changes, their possible influence and impact on OHS, while preferring modern technologies that significantly reduce the risk of occupational injuries and damage to health, incidents and major accidents.

Require comparable levels of OHS standards from SPOLCHEMIE suppliers.

## IDENTIFICATION AND ELIMINATION OF HAZARDS AND RISKS, OPEN COMMUNICATION

Consistently identify hazards and competently assess the risks to the life and health of persons and the risks of major accidents arising from the nature and scope of the company's activities, processes and products, and seek and assess opportunities for improvement.

Take and implement measures to eliminate hazards and minimise risks of work-related injuries and health damage, accidents and incidents, and inform workers and other relevant stakeholders about them.

## A FUNCTIONAL AND UP-TO-DATE HEALTH AND SAFETY SYSTEM

Develop, implement, maintain and continuously improve a safety management system (OHS) that meets the needs of SPOLCHEMIE and the requirements of ČSN ISO 45001, ensure the necessary resources and financing of these activities.

Regularly review and evaluate the level of safety achieved and use the outputs to improve management and system performance through realistic OHS objectives that are consistent with this policy

## COMPLIANCE WITH LEGISLATIVE AND OTHER REQUIREMENTS

Protect the health of workers and other relevant stakeholders by ensuring safe and healthy working conditions, compliance with legal and other requirements relating to OHS. Establish effective safety measures and clear competencies and responsibilities of employees affecting OSH performance through the issuance of internal directives and regulations.

## COMPANY SAFETY CULTURE

Develop and improve the safety culture of SPOLCHEMIE in close cooperation with stakeholders and trade union representatives.

Ensure effective two-way communication and discussion of information on the OHS management system between different levels and functions within SPOLCHEMIE.

## EMPLOYEES' RESPONSIBILITY FOR THEIR OWN HEALTH AND THAT OF THEIR COLLEAGUES

Motivate all employees to strengthen their responsibility for the safety and health protection of themselves and other persons they may endanger by their actions and to participate in ensuring and continuously improving the OHS management system.

## EDUCATION AND TRAINING OF EMPLOYEES

Use the system of education, training and practical training to continuously increase and develop the knowledge, qualifications, responsibility and awareness of workers in the field of occupational safety, accident prevention and fire protection.

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