

OCCUPATIONAL HEALTH AND SAFETY POLICY AND FIRE SAFETY

The management of Kovoprojekta Brno a.s., hereinafter referred to as the company, has made a commitment to protect the lives and health of all employees and visitors in accordance with the requirements of the ČSN EN ISO 45001 standard. The company considers the creation of safe and healthy working conditions for its employees as a critical success factor for the implementation of the strategy. To ensure this, management makes the following commitments:

- **Compliance with legislation.**

We will comply with the requirements of legal and other regulations relating to health and safety in all of the Company's activities.

We will provide products that are fully compliant with HSE regulations including fire safety.

We will prefer technical and technological solutions that reduce health, safety and fire risks.

- **Prevention of safety risks.**

We consider employee HSE and fire safety training and education to be an integral part of the Company's training and education programs.

In accordance with applicable legislation, we provide medical examinations of employees at the company providing occupational health services.

Preventive measures will be taken to prevent the occurrence of accidents.

We will cooperate with government authorities in preventing accidents and improving employee health protection.

We will enforce and require the application of the principles and procedures used by the company in the area of occupational health and safety in contractual relations with suppliers.

- **Use of private or public security forces.**

The role of public or private security forces is to ensure the security of personnel, facilities, equipment and property in accordance with the law, including laws guaranteeing human rights. The Company will not provide direct or indirect support to public or private security forces that abuse their authority or act illegally.