

OCCUPATIONAL HEALTH AND SAFETY POLICY

We in Sylex s.r.o (hereinafter only the Company) believe, that our most valuable asset is our employees, who along with other stakeholders and third parties have the right to work in a safe environment. Management of the company regards the assurance of occupational health and safety for employees, visitors, suppliers working inside the Company and the public as a priority issue of its business conduct.

The OH&S policy represents an obligation for the Company and establishes goals towards improving working conditions as well as occupational health and safety. The OH&S policy is a key element in the management system as it provides basic orientation, requires a direction for developing the OH&S, presents the Company philosophy for the working culture and presents a complete approach for management and employees.

The management of the Company has made the following goals within the OH&S policy:

- ▲ To increase and over the long term to perfect the level of the occupational health and safety management system with the goal of limiting potential health threats caused by technical processes, technical equipment, human activities and the work environment.
- ▲ To secure regular professional preparation, qualifications, employee trainings and to develop employee awareness of OH&S principles and support active participation of employees in the use of correct and safe work procedures.
- ▲ To adhere to valid rules and legal regulations as well as to ensure that employees adhere to such regulations in the interest of preventing accidents, work related injuries, job related illnesses or health damage.
- ▲ To fulfil OH&S care tasks, which form a component of all the tasks to be completed by managing employees.
- ▲ To adapt and bring to life a safety concept on an on-going basis as needed within the competency to create necessary the technical, organisational, financial and personnel resources assumed for a safe work environment.
- ▲ To issue clear and understandable rules and instructions to secure occupational health and safety in accordance with legal regulations.
- ▲ To create working conditions with the goal of eliminating unacceptable risks that cause damage to health or property on the basis of identified dangerous conditions, threats and risks.
- ▲ To secure the performance of health care oversight at regular intervals with regards to the nature of work performed,
- ▲ To provide and plan appropriate material resources to secure employee occupational health and safety and to contribute resources for the OH&S policy implementation program.
- ▲ To provide free of charge and to care for personal protective equipment specifically designed to protect employees from injuries during work and from illnesses.
- ▲ To inform employees and employee representatives about the status of OH&S assurance, mainly in the area of eliminating risks at workspaces.
- ▲ To enable employees and employee representatives to express problems they have with OH&S.