



ORGANIZATIONAL HEALTH AND SAFETY POLICY

Bezpečnost a ochrana zdraví zaměstnanců je organickou součástí veškerých aktivit Třineckých železáren a má nejvyšší prioritu.

The organizational health and safety protection of employees is an organic part of all the activities of Třinecké železářny and has the highest priority.

Management and all employees have adopted the principle that work cannot be carried out at the expense of health and all hazardous work practices must be eliminated.

The management of Třinecké železářny supports everyone develops safe and hygienic work.

Our objective is to prevent damage to the health of the company employees as well as customers and all other persons entering the premises of Třinecké železářny.

The Labour Union fully supports the ideas and principles of this policy.

The management of Třinecké železářny has committed itself to creating safe working conditions at all corporate activities, abiding to legislation, and directing the employees to work safely.

The management implements the following basic elements of the OHS Policy:

- continuous improvement of working conditions and decreasing the risk ratio,
- introduction of technologies with the highest possible level of employee
- protection, also with regard to workplace ergonomics,
- regular checks and inspections of production and technical equipment in accordance with the requirements of legislation,
- taking measures to ensure compliance with EU regulations and legal regulations and raising employee awareness of safe use in the field of chemical substances and mixtures,
- free provision of personal protective equipment including maintenance,
- increasing employees' awareness of responsibility for their own health and the health of others,
- comparing the results of Třinecké železářny with the results of the top companies in the field,
- gradual reduction in the number of work accidents and occupational illnesses.

Management puts forth the corporate OHS policy, creates conditions to prevent accidents, injuries and hazardous activities. The relevant managers ensure the functioning of the systemS for the identification, assessment, monitoring and management of risks. They support and implement actions to improve health protection and improve the working environment. They motivate their employees to work safely and educate them in OHS issues.

Each employee accepts his share of responsibility for the safety of himself and his co-workers. All employees are expected to cooperate in the implementation of the OHS policy in all its manifestations, a high interest in increasing knowledge of health and safety protection issues, and an unambiguously positive attitude to the principles of safe behavior. Each employee must be an active element in the process of continuous improvement of working conditions and reduction of the risk of health damage.

The shareholders and management of Třinecké železářny are interested in employees who behave and act in such a way that they do not cause an accident at work or an occupational illness through their own mistakes.

The health and safety protection management system at work and its implementation were evaluated with the certificate of the national program „Safe Enterprise“ awarded by the State Office of Labor Inspection, the highest authority in the field of OHS in the Czech Republic.