



OCCUPATIONAL HEALTH AND SAFETY

The occupational health and safety of employees is an integral part of all activities of TŘINECKÉ ŽELEZÁRNY, a.s. and holds the highest priority.

The management of TŘINECKÉ ŽELEZÁRNY, a.s., all employees, and other individuals have embraced the principle that work activities must not be carried out at the expense of health, and hazardous work procedures must be eliminated.

The management of TŘINECKÉ ŽELEZÁRNY, a.s. will support everyone who promotes safe and hygienic working conditions.

Our goal is to prevent harm to the health of company employees, customers, and all other individuals within the territory of TŘINECKÉ ŽELEZÁRNY, a.s.

Trade unions fully support the principles and ideas of this policy.

The management of TŘINECKÉ ŽELEZÁRNY, a.s. commits to:

- Creating safe and healthy working conditions in the management of all company activities, focusing on the prevention of occupational injuries and health damage, considering the specific nature of occupational health and safety (OHS) risks and opportunities.
- Complying with legal and other OHS requirements.
- Eliminating hazards and reducing OHS risks.
- Regularly reviewing and continuously improving the OHS management system.
- Discussing the OHS policy with employees and their representatives, ensuring their participation.
- Leading employees towards safe work practices.

The management of TŘINECKÉ ŽELEZÁRNY, a.s. implements the following key elements of the OHS Policy:

- Continuous improvement of working conditions and reduction of workplace risks.
- Implementation of technologies with the highest possible level of employee protection, also considering workplace ergonomics.
- Regular inspections and audits of production and technical equipment in accordance with legislative requirements.
- Increasing awareness of employees' responsibility for their own health and the health of others.

The management of TŘINECKÉ ŽELEZÁRNY, a.s. promotes the company's OHS policy by creating conditions to prevent incidents, accidents, injuries, and hazardous activities. It fosters and strengthens awareness of the necessity of „safe work“ among all employees (both internal and external). Furthermore, it ensures adequate human, material, financial, and informational resources to achieve OHS objectives, regularly reviews their availability and adequacy, and guarantees their efficient use. All decisions are made strictly in compliance with legal regulations and standards.

Responsible managerial employees ensure the functioning of systems for identifying, assessing, monitoring, and managing risks. They support and implement initiatives to improve health protection and the working environment, motivate their employees to work safely, and provide education on OHS matters.

Each employee assumes their share of responsibility for their own safety and the safety of their colleagues. All employees are expected to cooperate in implementing the OHS policy in all aspects of their work, to take a keen interest in enhancing their knowledge of safety and health issues, and to maintain a clearly positive attitude toward safe behavior principles. Every employee must be an active participant in the ongoing process of improving working conditions and reducing health risks (e.g., by identifying opportunities for improvement in their work and in OHS practices).

The shareholders and management of TŘINECKÉ ŽELEZÁRNY, a.s. value employees who act in a manner that prevents occupational injuries or work-related illnesses—primarily through strict adherence to established work procedures.

THIS OHS POLICY IS FURTHER DEVELOPED INTO IMS OBJECTIVES WITHIN TŽ-MS.