



ORGANIZATIONAL HEALTH AND SAFETY POLICY

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.

FIRE PROTECTION

Fire protection is provided by a separate unit of HZS TŽ, a.s., which also provides fire prevention, including inspections and training of all employees of TŽ, a.s. on fire protection. The HZS unit of TŽ, a.s. ensures fire protection not only in TŽ, a.s., but also in all companies operating their activities on the premises of TŽ, a.s..



PREVENTION OF SERIOUS ACCIDENTS IN TŘINECKÉ ŽELEZÁRNY

In accordance with the Law on the Prevention of Major Accidents (PZH), as amended, Třinecké železářny was classified, based on the type and amount of hazardous chemical substances and mixtures, into the appropriate group B. The inclusion in group B implies the obligation to prepare a Safety Report for Třinecké železářny, which was commented on by the administrative authorities and subsequently approved by the Regional Office of the Moravian-Silesian Region.

The basis of the management system for the prevention of serious accidents in Třinecké železářny is the PZH Policy, which is part of the **Quality, Environment, Energy Management and Occupational Health Protection Policy**, which is announced by the management of Třinecké železářny and Moravia Steel together with the objectives in the areas of PZH, quality, environment, energy management and health protection at work. The PZH policy is therefore the company's commitment to the intentions and principles relating to its overall safety profile. The management system for the prevention of serious accidents is documented, evaluated with the help of goals and tasks and subsequently revised. This procedure thus provides a basic framework for the process of continuous improvement of the safety and emergency preparedness in all the company's facilities.

In Třinec on 14 March 2023

Ing. Ivo Žižka

Director of Human Resources and External Relations