

Schweisserteam Group

## Occupational Health and Safety Policy (OHS)

### 1. Introduction

SchweisserTeam s.r.o. recognizes the importance of systematic care for occupational health and safety as one of the key factors of success. The aim of this policy is to create safe and healthy working conditions, reduce workplace risks, and promote employees' responsibility for their own health and safety.

### 2. Strategic Objectives in OHS

The company sets the following strategic goals:

- Ensure a high level of OHS as an integral part of all work processes.
- Regularly identify, assess, and minimize workplace risks.

### 3. Organization and Responsibility

The company's management is responsible for OHS management and ensures appropriate organizational, personnel, technical, and financial conditions. Managers are responsible for creating safe working environments and ensuring compliance with all regulations. Each employee is also required to follow safety rules and actively contribute to improving workplace safety.

### 4. Prevention of Health Risks

Prevention is a fundamental principle of OHS policy at SchweisserTeam s.r.o. It is implemented through:

- Risk assessment and planning of appropriate measures.

### 5. OHS Monitoring and Analysis

The company ensures regular workplace inspections, evaluation of complaints, suggestions, and accidents. Based on these findings, corrective measures are implemented to improve the OHS system



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## 6. Communication and Cooperation

The company management supports open communication in the field of OHS. Employees have the opportunity to submit suggestions and comments, which are subsequently evaluated. Cooperation with employee representatives is a key element in creating a safe working environment.

## 7. Training and Information

All employees undergo initial and periodic OHS training. The goal is to ensure their ability to recognize hazards, understand their rights and obligations, and respond appropriately in case of risks to health or safety.

## 8. OHS Policy Objectives

Long-term goals:

- Implement systematic OHS solutions.
- Improve risk management and minimize health hazards.
- Promote safe work habits and discipline.

Short-term goals:

- Implement regular health surveillance and update risk assessments.
- Improve working conditions (e.g. ergonomics, microclimate, workplace layout).
- Intensify training and knowledge verification in OHS.

## 9. Final Provisions

This policy is binding for all employees of SchweisserTeam s.r.o. and serves as a fundamental document of the OHS management system. It will be regularly reviewed and updated according to organizational needs and legislative changes.

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