

- Occupational health and safety with regard to prevention of job-related injuries and illnesses is a priority of JC-Metal s.r.o.
- The possibility of exposing employees to safety risks (e.g., electric or other sources of energy, fire, vehicles and the risk of fall) is managed by proper planning of technical and administration audits, preventive maintenance, labour safety procedures, and continuous safety training.
- JC-Metal s.r.o. undertakes to adhere to the legal regulations in terms of occupational health and safety and to other programmes of the Company and directives that the Company is bound to follow.
- The Company strives to engage all its employees in the system of managing problems in the field of occupational health and safety in a meaningful and active way.
- The Company shall accept and implement measures that reduce such risk and inform all the concerned employees and other persons.
- The Company shall provide training to employees to increase the awareness and knowledge of matters related to occupational health and safety and to the protection of the environment.
- The Company shall ensure that all subjects influenced by the activity of JC-Metal s.r.o., i.e., suppliers, customers, visitors and the general public are involved in the management of the OHS system and shall cooperate actively with such subjects in the matters concerned.
- Within the process of continuous improvement, JC-Metal s.r.o. determines and evaluates the tasks and objectives in the field of OHS.
- JC-Metal s.r.o. performs regular audits of its management system in the area of quality and safety in order to make sure that its safety policies and objectives are continuously improved and adjusted to the Company's requirements.

To fulfil the aforesaid principles, the Company follows these rules:

Personal Protective Equipment

- Employees must be provided suitable and well-maintained personal protective equipment and educational material regarding the risks related to such hazards.
- Personal protective equipment (PPE) is equipment for personal protection approved by the relevant testing authority, and is designed for use by employees for protection from hazards that could endanger their lives, safety, or health during work.
- The Company shall provide and undertakes to provide, free of charge, employees with PPP, cleaning and washing detergents, to inform employees of the risks that PPP protects them from, and to instruct employees on how to use PPP and inform them of the manufacturer's instructions for use.

Machine Safety

- Production and other machinery, devices and equipment shall be evaluated for safety hazards. Physical security, blocking equipment and barriers shall be provided and maintained wherever such machines represent a risk of injury to employees.
- Such production and other machines, devices and equipment shall be properly labelled and registered.

- The Company shall familiarize employees with the user manual of machines they come in contact with and notify them of any potential risks.
- The Company shall ensure a safe operation of the used machines, devices and equipment, provide safe performance of activities, regularly perform prescribed checks, revisions, technical inspections and maintenance of all the used machines, technical equipment, devices and tools, and make sure that any detected defects and deficiencies are removed.
- Employees shall follow the rules of safe work stipulated in valid regulations, by the employer and manufacturer's operating and maintenance instructions, and refrain from any banned activities.

Emergency Preparedness

- Potential emergency situations and events must be identified and assessed in advance and their impact must be minimized by introducing emergency plans and response procedures, including: emergency announcements to employees and evacuation procedures, courses and staff training, appropriate fire detection and suppressing equipment, free and unblocked exits, appropriate emergency exits and recovery plans.
- Such plans and procedures shall focus on minimizing harm to life, the environment and property.

Incident and Accident Management

- The Company undertakes to follow all the legal regulations in terms of occupational health and safety and other programmes and internal regulations of the Company.
- The Company has implemented procedures and systems concerning the prevention, management, monitoring and reporting job-related injuries and illnesses, including provisions that encourage employees to report.
- The Company strives to engage all its employees in the system of managing problems in the field of occupational health and safety in a meaningful and active way.
- Employees shall immediately notify their superior of their job-related injuries, provided that their medical condition permits it, of a job-related injury incurred by another employee or another individual that they have witnessed, and provide first aid to injured persons and call for medical assistance, if necessary.
- Employees shall cooperate in determining the causes of the injury and provide all the necessary information.
- The Company shall record injuries and illnesses, investigate cases and implement remedial measures with the aim to eliminate their causes and facilitate the return of employees to work.

Workplace Ergonomics

- The Company pays attention to proper ergonomics of the employees' workstations, created with respect to the physical and mental needs of employees.
- The Company is aware that suitable ergonomics and layout of the workstation positively affects employee performance, reduces injury rate and contributes to a higher labour efficiency.

Handling of Chemicals

- Exposure of employees to chemical, biological and physical agents must be recognised, assessed and controlled. Any potential risks must be eliminated or controlled through proper planning of technical and administrative measures and inspections.
- The Company determines the place and manner of storing flammable liquids and chemical substances (in case of such necessity), the most suitable is storing in original packaging in a fireproof (metal) cabinet.

- The Company strives to restrict unauthorised handling of such substances and to ensure safe handling in compliance with the instructions in the safety data sheet.
- Flammable liquids and chemical substances shall be labelled as well as the spaces where such substances are stored.

Fire Protection System

- To ensure fire safety and protection, the Company workplace is equipped with extinguishers and fire safety devices in compliance with valid and effective standards.
- The Company performs inspections, repairs, maintenance and revisions of the fire safety devices through an authorised person and keeps records of such inspections, repairs, maintenance and revisions.