

OSH POLICY

We, the management of PMP Montex s.r.o. are fully aware of our share of responsibility for our safety and the protection of our health, as well as the safety and health of our colleagues and partners in the performance of work and the implementation of the goals and missions of our company.

As part of our efforts and awareness to protect people's lives and health, to create suitable conditions for safe work and work that does not endanger our health,

we are incorporating occupational safety and health into our core business strategy.

As part of our efforts to contribute to greater occupational safety and health for all our employees and suppliers, who work for our company, we hereby declare our basic principles of safety and health protection at work:

- We are committed to ensuring a safe and healthy work environment to prevent accidents at work and occupational diseases.
- We are committed to complying with all legal and other requirements that relate to the OSH management system.
- We are committed to eliminating hazards and reducing OSH risks.
- We are committed to continuously improving our OSH management system.
- We are committed to consulting and cooperating with employees and employee representatives on all issues related to OSH and the OSH management system.
- We set the OSH goals and the activities to meet them, which we regularly review.
- We make an effort to maintain and improve OSH by implementing effective prevention and by raising awareness among our employees, employees working on behalf of our company, as well as our suppliers and partners.
- We strive to raise awareness so that everyone understands and is aware that their actions and attitudes are responsible for their own safety and potentially for the safety of their colleagues.
- Our effort in the area of raising OSH awareness is to achieve understanding of the Group's philosophy of "Safety First" by all employees.
- Our OSH team openly accepts suggestions for improving occupational safety and health from every employee and, after assessment, promotes their implementation into practice.
- **We maintain our OSH policy in accordance with the requirements of the STN EN ISO 45001 standard** and we keep relevant records and documentation on the implementation, maintenance and improvement of our OSH management system.
- We perform control activities and regularly check the functionality and effectiveness of our OSH management system, in order to ensure its continuous improvement.

We assume responsibility for ensuring that our work, attitudes and awareness achieve such working conditions that enable better and safer working conditions.

This OSH policy statement at PMP Montex s.r.o. is binding for each of our employees and it represents a core document for the established OSH management system in our company.