

Occupational Health and Safety Policy

The priority of **METALLCAST**'s activities is to create healthy and safe working conditions for its own personnel and contractors.

METALLCAST is guided by the following principles in its activities:

- Compliance with the requirements of regulatory acts in the field of health and safety;
- Promoting a healthy lifestyle, caring for the health and safety of people is the foundation of Metalcast's philosophy;
- Work should not begin if it cannot be performed safely; the life and health of employees are the key value of a successful company;
- Every employee cares for their personal safety and health, as well as the safety of others, and is responsible for the proper use of safety devices and equipment, and the application of personal and collective protective equipment;
- Safe behavior of employees is supported and encouraged;

- Any accidents, injuries, and incidents at the workplace can and must be prevented; management efforts are directed at hazard identification, risk assessment, and risk management;
- Occupational safety performance indicators are open and accessible;
- Ensuring a high level of staff competence and increasing their awareness of occupational safety and industrial safety;
- The improvement of the workplace and production safety culture, as well as the level of industrial safety, is based on the enhancement of work methods and technologies.

Environmental awareness

The requirements of this policy apply to contractors, as well as to individuals who perform work on the premises of Metalcast or visit the company for business purposes.

METALLCAST informs contractors of the requirements for compliance with health and safety regulations at the tender stage. When concluding a contract, contractors must familiarize themselves with the health and safety regulations and agree to them by signing a contract that contains the relevant requirements.

Before starting work on the premises of the company, all representatives of contractors must undergo an OHS briefing and familiarize themselves with **METALLCAST's** Policy and other approved requirements of METALLCAST for contractors in the field of health and safety.

The management of **METALLCAST** undertakes the following commitments:

- Regarding the implementation of this policy;
- Regarding the prevention of injuries and deterioration of staff health;
- Regarding ensuring that the existing management systems comply with the legislation in the field of occupational safety and other applicable requirements;
- Regarding the provision of continuous improvement in the functioning of the Occupational Health and Safety Management System.

This Policy defines our activities and is communicated to all individuals working at the enterprise, provided for the acquaintance of business partners, the public, and serves as the basis for setting OHS management objectives.