

## **The safety culture in the company ŠKODA PRAHA a. s.**

The company ŠKODA PRAHA a. s. (hereinafter to be referred to as “the Company”) perceives safety at work, and technical and nuclear safety of the equipment as an important area of the activities performed during the preparation of the project, development of the project documentation, and projects execution. Health and safety protection at work (hereinafter to be referred to as “HSE”) follows the Safety policy of the ČEZ group.

The priority of HSE is a strong awareness of all employees during the application of HSE principles in the Company as well as during the project’s preparation and execution.

The development of the Company is based on principles of interrelationship and close interconnection among the economical grow, development of our stakeholders’ interests (employees, suppliers, etc.), compliance with business ethic aspects and HSE.

The Company enforces HSE as an integral part of the management by the Integrated management system policy.

The Company continually searches dangerous agents in the working processes, environment, and conditions, and finds out root causes and sources. Subsequently the Company finds out and evaluates the risks and takes the provisions to mitigate them. HSE risk at work register is a basic tool for risks monitoring, evaluation, and determination of provisions.

The Company regularly checks the level of HSE, especially the conditions of the technical equipment, working and communication means, equipment of the workplaces and a level of a risk factor in all working conditions.

The Company perceives the safety culture as a set of characteristics, personal attitudes, and people’s thinking that ensures that the highest priority is given to the safety.

The safety culture is based on the following principles:

1. The company management and managers demonstrate their positions concerning the safety and the nuclear safety.
2. Each employee takes its personal responsibility for his/her attitudes and behaviour concerning the safety and the nuclear safety.
3. We create and support mutual trust, cooperation, and communication by the culture in the company.
4. Creating of “free of guilt” working environment supports notifying of issues concerning human and company factors and reporting of any deficiencies in structures and systems to prevent from deterioration of the safety and the nuclear safety.
5. We follow the decision rules: the safety is the first.
6. The nuclear technology is respected as a specific and unique. The nuclear safety has the highest priority and will not be compromised.
7. We support the inquisitive approach. We support education and training of employees on all levels.

8. The errors are considered as a challenge to learn and to improve. We are a constantly learning company.
9. The safety at work is considered as the area of continuous improvement, where the prevention is more convenient than any other additional provisions.
10. The safety level is permanently verified by inspections. Monitoring is included in the evaluation of the Integral management system.

The Company searches suitable indicators for monitoring and measuring of the HSE level. The main indicators:

- number of accidents at work,
- number of discrepancies and faults at the workplace,
- number and severity of near - misses
- amount of applied financial sanctions and penalties,
- level of employees' satisfaction.

The Company management is fully in compliance with herein principles specified and obliged to permanently create conditions, and to ensure necessary sources for their fulfilment.

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Ing. Jan Štancl  
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