Occupational Health and Safety Policy Metrostav CZ s.r.o.

We are a versatile construction company that helps our clients implement their visions. The company's long-term stability is based primarily on the experience of its employees, their commitment and management skills applied in the implementation of construction contracts on the domestic and foreign markets. Our priority is high quality service while ensuring the highest level of occupational health and safety (OHS). Aware of the risks that accompany the construction process, we have formulated the principles that guide us.

Declaration of the OHS Policy

- We comply with legal and other requirements and fulfil our obligations under them.
- We continuously improve the established OHS management system, and develop service improvement programmes and processes.
- We create the conditions for a safe and healthy working environment. We are committed to hazard elimination and risk reduction. We prioritise job security over other objectives.
- Through systematic education and regular training of employees, we reinforce the responsible attitude of employees towards their own health and personal commitment to risk prevention on construction sites and workplaces.
- We strive to ensure that every employee is aware of the need to prevent accidents and other incidents while performing their work in their assigned workplace.
- We enforce the same OHS principles with our contractors as we do ourselves.
- We are committed to supporting employee and union participation in discussing OHS issues. In cooperation with the trade union, we continuously improve the working conditions and activities of our employees to minimise their impact on the environment and occupational health and safety.
- We maintain an open dialogue with the public, government authorities, and our clients and suppliers.

The management of company is committed to:

- create conditions for the enforcement and implementation of the declared OHS policy and the objectives set out in the OHS management programme;
- regularly review the performance of the OHS management system.

Every company employee is expected:

- to actively implement the principles of the declared OHS policy within the scope of their competences and responsibilities;
- to be committed to an improvement in health and safety at work.

Ing. Jaroslav Heran, MBA
CEO

effective from 1. 7. 2026