



## SAFETY CULTURE POLICY

ARAKO spol. s r.o. (hereinafter the company), a member of the engineering division of ATOMENERGOMASH State Atomic Energy Corporation ROSATOM, is a major manufacturer and supplier of industrial valves for nuclear power plants and other objects using nuclear power, power plants, chemical and petrochemical industries.

The company's policy applies the principles set out in the Unified Industry Policy of The Safety Culture of the State Atomic Energy Corporation ROSATOM and the policy of the Mechanical Engineering Division ATOMENERGOMASH. The company management is aware that ensuring safety is a top priority in the execution of activities and decision-making and is the most important tool for achieving high-quality products and ensuring safety.

The purpose of the company's activities in the field of developing and improving the safety culture is to create a commitment to the safety of each employee of the company and an awareness of personal responsibility for the assigned work. The company's activities, which maintain and develop safety culture, shall be carried out in accordance with legislative and normative rules, taking into account the recommendations of the International Atomic Energy Agency.

The company's activities in developing and improving the safety culture are based on the following principles:

- a) **Principle of critical attitude** – Employees constantly critically assess the performance of their duties, carry out self-checks of their activities to avoid negative impacts on safety, report their concerns in accordance with the established procedure. It is important to avoid feelings of self-satisfaction. Employees are aware that even minor problems can be indication of major problems and report them to management.
- b) **Principle of manager responsibility** – Managers at all levels demonstrate a commitment to safety through a personal approach and through their decisions and behaviour, they are an example of a responsible approach to safety, including prioritizing safety over competing objectives, ensuring the provision of resources to maintain safety, using systemic change management. Managers apply effective incentives, penalties, ensure the allocation of authorities and roles, stimulate attitudes to work that contribute to ensuring safety.
- c) **Principle of informed decision-making** – Managers at all levels take justifiable conservative decisions based on set norms whilst taking into account responsibility for decision-making. In situations not covered by procedures or norms, new safe solutions are sought and the lessons learned are further exploited.
- d) **Principle of respecting the working environment** – Openness, trust and respect are present in all working groups of the company. Concerns expressed by an employee are discussed and carefully considered. The staff are informed of the appropriate actions taken.
- e) **Principle of self-study value** – The Company supports the improvement of technical, organizational and professional competences. The possibilities of further education are well developed and self-study is highly valued. The company learns from experience, effectively trains employees, develops leadership, actively studies the practices of other organizations, including those from other industries.
- f) **Principle of problem identification and resolution** – Problems potentially affecting safety in the Company are systematically identified, analysed and, depending on their importance, remedied in a short period of time in order to improve safety and improve production.
- g) **Principle of expression of concern** – Employees are free to express safety concerns without fear of punishment, intimidation, harassment or discrimination at work. Managers at all levels support this policy and maintain processes that allow workers to express their concerns.
- h) **Work planning principle** – The applied process of planning and managing production activities makes it possible to ensure a high safety margin.
- i) **Documentation and procedures are complete, accurate and updated and their changes are monitored.**

Guidelines for company's policy in developing and improving the Safety culture:

- updating normative documents regulating the formation and development of safety culture;
- monitoring, analysis and evaluation of the level of safety culture, updating the evaluation criteria, communicating the results of evaluations to the management and employees;
- promoting the principles of safety culture with the suppliers;
- informing staff of safety issues, the provision of requirements and managers' expectations that prioritise safety over competing objectives in the performance of work;
- the creation and maintenance of atmosphere of trust by managers at all levels as well as openness and cooperation that creates an internal need for employees to take a positive approach to safety, to develop leadership in ensuring safety;
- building constructive mutual cooperation with supervisory, audit and regulatory organisations and other stakeholders;
- allocating all necessary resources to continuously improve the level of safety culture;
- shaping intercultural competence of the company's employees in the implementation of international projects

The management of ARAKO s r.o. assumes the responsibility to ensure the implementation of this policy and invites all employees to actively participate in its implementation.

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