

Occupational health and safety policy for ČEZ Group



Our common objective is to behave safely in all business activities, which are mainly: operation of electricity and heat sources, operation of distribution grids, mining of mineral resources and provision of complex energy services to customers of ČEZ, a. s., including subsidiaries, affiliates and joint ventures.

To achieve this:

We set priority to safety, protection of human life, and health over other interests.

We provide safe and healthy working conditions which include the prevention of work-related injury and ill health. We continuously identify hazards, find out their causes and sources, identify and evaluate their risks and taking actions to eliminate influences of these hazards. We encourage employees and contractors in their personal responsibility for safety. Following safety regulations, including the employer's instructions is binding for all employees and contractors working at our workplaces and in our facilities.

We consider occupational health and safety as an integral part of our management system.

Requirements of occupational health and safety management system are an integral part of our processes and activities. We provide sufficient resources for the effective operation of the system, especially qualified and experienced employees, necessary infrastructure, including information and communication technologies, and necessary financial resources. We establish objectives which we communicate and evaluate regularly.

We strive to achieve that occupational health and safety becomes an essential part of thinking, behavior, and work practices of all employees as well as contractors.

We lead employees and contractors to be sufficiently aware of how their activities contribute to occupational health and safety. We increase the competences and awareness of employees and contractors through regular training and educational campaigns. We broaden a safety culture as an integral part of our behavior and decision-making. We apply a graded and conservative approach. Leaders at all levels are an authority and a role model for employees as well as contractors by their leadership within occupational health and safety.

Fulfilment of compliance obligations is an obvious part of our activities.

We maintain awareness of our interested parties and of their requirements and expectations. We actively monitor the legislation under preparation, we take into account verified and adopted national and international practices. We consistently require and check fulfilment of compliance obligations both by our employees and by other interested parties, mainly by contractors. We consult significant changes to occupational health and safety management system with employees' representatives.

We place great emphasis on occupational health and safety within our activities.

We use safe and proven technologies. We comply with occupational health and safety requirements at all stages of the life cycle of the technologies we operate. We operate and maintain our technologies in accordance with compliance obligations, in particular the project and operating documentation.

We improve continually our occupational health and safety management system.

We put emphasis on the translation of innovation and research results into practice as an essential part of sustainable development. We benchmark ourselves against the best proven solutions and current technical standards. Continual improvement is part of the occupational health and safety management system and includes improvements from small-steps to significant improvements. This approach enables us to increase the level of occupational health and safety.

We require contractors to take the same approach to occupational health and safety.

When selecting and evaluating contractors, we take into account their attitude and approaches to occupational health and safety. We require contractors to use safe and proven technologies. We require contractors and their employees to take personal responsibility for occupational health and safety and to fulfill compliance obligations. We expect them that occupational health and safety become an integral part of their thinking, behavior and work practices. We support contractors to understand how their activities contribute to occupational health and safety, for example through trainings and workshops.