



Health, Safety at Work and Environment (HSE) policy

MEB-POL-EBK-ENG

Version: 03

Effective Date

2022.10.17.

P O L I T I C S

Semilab Zrt. is a Hungarian high-tech company that produces physical metrology equipment, which serves the most advanced technology companies in the world in the semiconductor and solar panel industries, as well as in the flat screen industries. The protection and safety of the health of our employees, business partners and visitors is of paramount importance to us, and to this end, we observe the following guidelines in our daily activities:

- The management and all our employees are committed to the implementation and subsequent operation of the Occupational Health and Safety Management System. Furthermore, as a proof of commitment to environmental protection, the introduction of the Environmental Management System has also come to the fore.
- All our activities – from design, development, production, administration, sales and transportation – are designed with the requirements of the Occupational Health and Safety Management System and the Environmental Management System in mind. Within the system, we place great emphasis on safe actions, prevention of environmental risks and the creation of suitable working conditions, as well as on the planned response to emergencies and the elimination of hazards. We consider it our task to prevent accidents and damage to health, to assess, evaluate and reduce risks.
- All members of the management team support the achievement of corporate goals set in accordance with the policy, set a good example and require compliance with safety, fire and environmental regulations. Safe working, environmental conditions, conditions and communication are the joint responsibility of all our employees.
- We consider it important to liaise and consult with employees and their representatives, as their proposals contribute to the continuous improvement of working conditions and our environmental performance.
- We expect all our employees, visitors, contractors and partners to comply with occupational safety and environmental regulations. We expect that all accidents, near-accidents, environmental risks are reported immediately and that safe working methods and regulations are followed.
- We are constantly striving to improve the health and safety of employees, contractual partners and customers.
- We encourage all our employees to make safety, health and the protection of our environment an integral part of all areas of their lives, not only in their daily work.
- We maintain and continuously improve healthy and safe working conditions and insist on safe working methods and practices. In order to prevent damage to health, we organize regular health protection programs.
- We pay special attention to observing the laws and regulations and other requirements that apply to us and to complying with the regulations that accompany them.
- We are committed to recycling waste and reducing the amount of waste generated.
- We pay special attention to the efficient management of resources, efficient use of energy and the reduction of emissions
- Through our programs, we strengthen our safety culture and environmental awareness.
- We are committed to communicating openly with our employees, neighbors, government agencies and other stakeholders on environmental and occupational safety issues.
- We communicate and make this policy available both within the organization and to interested parties.

Budapest, 17 October 2022

Tibor Pavelka

CEO