



Health, Safety at Work and Environment (HSE) policy

POL-EBK-ENG

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POLITICS

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, users 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, Safety, and Environmental Management System.
- We coordinate the operation of Management Systems with the company's strategic direction.
- All our activities – from design, development, production, administration, sales and transportation – are designed with the requirements of the Occupational Health, Safety and Environmental Management System in mind. Within the system, we place great emphasis on safe actions, prevention of risks, 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.
- We assess occupational safety risk and take measures for them, we consider it important to work safely without endangering health, as well as the continuous development of occupational safety performance.
- All members of the management team participated in the definition of the goals and support the achievement of corporate goals determined in accordance with the policy with the necessary resources, set a good example and require compliance with safety, fire and environmental protection regulations. We define the goals with the involvement of our employees and taking into account their needs. Safe working and environmental conditions, circumstances 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 performance.
- We expect all our employees, visitors, contractors and partners to comply with occupational safety regulations. We expect that all accidents, near-misses, 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, partners and customers.
- We provide continuous training and education for employees in order to prevent environmental pollution, preserve natural resources, improve the management system and increase the environmental awareness of employees, to promote safe working.
- We encourage all our employees to make safety, health and 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. All members of the management team are committed and strive to ensure that our employees are not harmed. In order to preserve the health of our employees we organize health protection programs.
- We pay special attention to observing the laws, regulations and other requirements that apply to us, we evaluate the requirements and strive to meet the requirements.
- Through our programs, we strengthen our safety culture.
- We are committed and take steps towards selective waste collection and reducing the amount of waste.
- We try to replace substances that are harmful to the environment with less harmful substances, to replace significantly hazardous substances with less hazardous ones, to reduce the dangerousness of technologies, and to reduce our risks.
- We pay special attention to the efficient management of resources, efficient energy use, and the reduce of emissions.
- In order to avoid environmental pollution, we analyze both the direct and indirect effects that may affect our activities; reducing our risks and increasing our opportunities also helps to achieve the set goals.
- We are committed to mitigating climate change, protecting biodiversity and ecosystems.
- We are committed to communicating openly with our employees, neighbors, government agencies and other stakeholders on occupational safety issues.
- We communicate and make this policy available both within the organization and to interested parties.

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