

Occupational Health and Safety Policy ISO 45001:2018

NDC Group s.r.o. NDC Group Czech s.r.o. NDC Group Swiss AG

The management of NDC Group s.r.o., NDC Group Czech s.r.o. and NDC Group Swiss AG considers ensuring occupational health and safety to be a top priority and therefore fully accepts the requirements of the ISO 45001:2018 standard and sets out this Occupational Health and Safety Policy.

NDC Group companies are data consulting companies and the leading provider of data analytics in Switzerland and the DACH region and aim to provide a modern working environment and appropriate working conditions, a company culture with active communication and risk prevention.

The Occupational Health and Safety Policy is based on the following principles:

- Comply with legal requirements and other occupational health and safety obligations and assess compliance.
- To create a safe and non-threatening working environment, to prevent the occurrence of hazardous situations and to ensure the prevention of accidents at work, including compliance with ergonomic principles.
- Regularly identify hazards and assess OHS risks, within the companies' activities, applying measures to eliminate and reduce them.
- Provide training and professional training for employees to deal with emergency situations, evacuation and first aid.
- Set targets for improving working conditions and occupational health and safety, with an exemplary management approach.
- To create awareness amongst those managed by the company of the importance of meeting all occupational health and safety obligations.
- Apply effective communication, including discussion of OSH issues and encourage active participation of employees in improving occupational safety and health management.

The management of the company undertakes to apply the occupational safety and health policy and its principles, to provide adequate resources and to create the necessary organisational conditions for the effectiveness and continuous improvement of the occupational health and safety management system.

The Occupational Health and Safety Policy is applicable to all employees and other personnel acting on behalf of the companies, in all activities carried out by the companies.

This policy was discussed and approved by the management of the company in Prague on 1 April 2025.

Signed by:



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Vladislav Štefaňák
CEO

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Martin Anderle
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