

# Social Responsibility

Aim of Energy section of the company MND, a. s., (hereinafter referred to as "the Company" only) is to be strong, respected company, able to achieve stably excellent results in the field of business, working and operational safety, environmental protection and responsible management of the company, in relationship with local communities and other interested parties.

## We hereby pledge to:

### 1. Ensure:

- safe and non-threatening to health working environment while undertaking our business activities;
- prevention of work injuries, damage to health and operational accidents;
- protection of environment and to prevent its pollution;
- reduction of greenhouse gas emissions, other negative effects on the environment and on climate of the planet;
- effective use of energy, increase of the share of renewable and carbon-free sources of energy;
- proper recultivation and return of lands to their original purpose after the end of their use;
- effective co-operation with local communities, concentrated on development of the region and elimination of potential social impacts of our activity;
- ethical conducting of our business activities;
- adherence to human rights;
- data and information protection and adequate level of cyber-security in the Company;
- protection of the Company property and prevention of property damage;
- protection of the Company's reputation and prevention of its injury.

### 2. Remove any potential threats and reduce risks that would arise in connection with our business activities.

### 3. Carry out all activities in compliance with regulations and obligations.

### 4. Require and control adherence to legal regulations and obligations with our contractual partners.

### 5. Determine objectives and measures leading towards improvement of our work, check and evaluate the results.

### 6. Continually improve management system in order to improve results of our work.

### 7. Communicate with employees and trade union, negotiate with them changes of management system and set obligations.

These rules are part of process control system for exploration, mining, processing, transportation, sale and purchase of natural hydrocarbons, gas and electricity production, mine rescue, testing, measurement, laboratory analysis and inspection.

In Hodonín on 10.01.2024



**Jana Hamršídová**

Manager of Energy section

