

Global Health and Safety Policy

1. Purpose

Sefar's Global Health and Safety Policy establishes our commitment to providing a safe and healthy working environment for all employees, contractors, and visitors. We aim to align with the highest global standards and to minimise health and safety risks by implementing effective measures and practices that ensure the well-being of our workforce.

2. Scope

This policy applies to all company operations, facilities, and employees worldwide. It is designed to meet or exceed international health and safety standards, including those set by:

- The International Labour Organization (ILO)
- The World Health Organization (WHO)
- The Occupational Safety and Health Administration (OSHA)
- Relevant local, regional, and national health and safety regulations

3. Policy Statement

We are committed to preventing accidents, injuries, and health issues by promoting a culture of safety and continuous improvement. We will implement a proactive approach to identify hazards, assess risks, and prevent incidents through rigorous safety protocols and training. The health and safety of our employees are a core responsibility and are essential for business success.

4. Key Principles

- **Commitment:** Management at all levels will demonstrate leadership by setting clear expectations, allocating necessary resources, and ensuring compliance with safety standards. They are responsible for fostering a culture of health and safety and ensuring continuous monitoring and improvement.
- **Compliance with Local and International Standards:** We will comply with applicable laws and regulations of the countries in which we operate, as well as adhere to global health and safety standards.
- **Risk Assessment and Mitigation:** We will conduct regular risk assessments to identify potential hazards in the workplace. Preventive measures will be put in place to minimize risk through engineering controls, administrative controls, and personal protective equipment (PPE).
- **Employee Involvement:** Employees at all levels will be encouraged to actively live the values of the Sefar Group safety culture. Their input and observations are valuable for identifying hazards and improving safety practices.
- **Training and Awareness:** Regular health and safety training will be provided to all employees to ensure they are aware of potential hazards and how to manage them. Specific training will be given for high-risk tasks and operations.
- **Emergency Preparedness:** We will maintain clear and effective emergency response plans. Employees will be trained to handle emergencies such as fire, chemical spills, first-aid incidents, and evacuation procedures.
- **Health and Well-Being:** Employee health is critical. We will encourage the promotion of mental and physical health through Well-Being programs, access to medical services, and reducing work-related stressors.
- **Audits and Inspections:** We will conduct regular audits and safety inspections at all worksites, ensuring compliance with this policy and applicable regulations. We will also track our safety performance such as injury rates and compliance rates to measure the effectiveness of the policy and our management system.