

SOCOTAB

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Title	HEALTH AND SAFETY POLICY		Page 1 of 1
Document Type	Group Sustainability Policy	Document No	
Revision No	1	Valid From	June 2024
Compiled by	Group Sustainability Committee	Approved by	Socotab Frana

1. PURPOSE	<p>Socotab Group is committed to preventing injury and illness in the workplace through strong health and safety management, employee empowerment and accountability, and strict compliance with health and safety regulations.</p> <p>The health and safety of our employees, contractors, and visitors is at the forefront of our business efforts and is as a non-negotiable priority of our culture.</p>
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2. HEALTH AND SAFETY MANAGEMENT	<p>The Socotab Occupational Health and Safety Program is in place and serves as the foundation of our health and safety efforts. All operations align with the program through local policies, procedures and instructions for local infrastructure, equipment, and processes along with the Socotab Health and Safety Manual.</p> <p>Additionally, they provide resources and training to our workforce to encourage compliance and continuous improvement. They also provide applicable personal protective equipment, and report and analyze health and safety data regarding near misses and incidents.</p> <p>As part of the management system, they undertake health and safety risk assessments, inspections and audits, measure performance, and implement corrective action where necessary.</p>
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3. EMPLOYEE EMPOWERMENT AND ACCOUNTABILITY	<p>Every employee and manager have a responsibility for creating and maintaining a safe and healthy work environment. All Socotab employees must comply fully with applicable national health and safety laws and regulations.</p> <p>Every employee and manager are expected to perform his/her duties in accordance with Socotab's policy by, among other things, following health and safety rules and practices, and reporting accidents, injuries, and unsafe equipment, practices, or conditions. Safety standards may never be disregarded or avoided.</p> <p>In addition, a safe and healthy work environment means a workplace free from violence. Threats of violence or intimidation will not be tolerated.</p>
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4. LEGAL COMPLIANCE	<p>Socotab companies will maintain full compliance with health and safety laws and regulations and cooperate with local authorities in maintaining a strong health and safety program.</p> <p>As part of our efforts to strengthen the supply chain, Socotab will encourage its suppliers and other partners to create and maintain healthy and safe work environments in compliance with all health and safety regulations.</p>
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5. REVISION	<p>This policy will be regularly reviewed by the Socotab Executive Team and amended as needed.</p>
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