

Global Occupational Health & Safety Policy

The Group's first priority is the safety of its staff, sub-contractors, clients and visitors.

The Group is committed to achieving the highest standards to ensure that everyone working for the organization, regardless of their employment status, has access to a safe working environment. Their well-being and safety are guaranteed wherever they may be in the course of their work. This commitment aligns with international, national, and local standards and laws. It includes providing adequate facilities, training, and access to health and safety information.

The Group's safety culture is based on the principles of awareness, information, training, vigilance, anticipation, improvement, and reporting.

The Group's Occupational Health and Safety policy addresses all internal and external, human and natural threats that can impact the organization's workers, sub-contractors, clients, and visitors at any time and in any place.

The Group commits itself to

Provide appropriate information, instruction, awareness, and training to workers, sub-contractors, clients, and visitors to enable them to carry out their roles in a safe working environment and ensure their wellbeing according to set standards.

Provide and maintain safe work areas, sites, and equipment worldwide through a proactive approach to identify workplace hazards and assess and control risks.

Maintain an approach that involves staff, sub-contractors, clients, and visitors in the improvement of health and safety.

Improve the working environment by regularly measuring KPIs and reviewing objectives, targets, and programs at all levels.

Communicate openly with the Group's employees* on occupational safety issues and ensure that all staff, sub-contractors, clients, and visitors are informed and understand their obligations regarding this policy.

Develop procedures for risk management to support Group travelers at any time according to the "duty of care."

Managers

Must consider safety and wellbeing in all their activities and manage these aspects in the same way they manage other aspects of their work. For example, beginning each meeting with five minutes dedicated to OH&S (Operational Health & Safety) and security will progressively help improve the maturity level.

Must be aware that employees* who are unaware of, or unwilling to work safely, and who do not create and maintain a healthy, trusting, respectful and supportive work environment, or who do not follow instructions/rules, are a danger to themselves and their colleagues and are a responsibility of the organization.

Must identify, control, and eliminate risks and potential hazards likely to cause accidents or injuries, and develop the framework for assessing and controlling these.

Must provide safe operating procedures and instructions to eliminate hazards and dangerous practices by providing leadership in promoting an occupational health and well-being-focused culture.

Are accountable for safety performance in their respective areas.

Must never forget that the highest level the Group can expect from its people worldwide is the minimum level shown by their management teams.

Employees (*)

Must consider safety and wellbeing first in everything they do: "Always safety first!"

Must cooperate in realizing the Group's safety objectives and creating a safe work environment by attending safety training sessions, Knowing the emergency procedures, and using Personal Protective Equipment (PPE) when required.

Are expected to **follow safe practices**, observe organizational safety rules, and report workplace hazards, incidents, and near-misses to their respective managers. It is particularly important that each employee does not forget their own personal safety and wellbeing responsibilities.

Are invited to use their job skills and knowledge to improve the Group's safety level worldwide.

Have a duty to take care of themselves and others who may be affected by their actions or inactions, and to contribute to a culture of safety by setting a good example.

Must participate in identifying and mitigating risks and report any **unexpected or disturbing events** to a manager, Operational Health SPOC, or HR organization.

Must exercise their right to report incidents of non-compliance with Group policies or the Code of Ethics.

*Including workers, collaborators, internals, externals, and third parties