

QUALITY, HEALTH, SAFETY AND ENVIRONMENTAL (QHSE) POLICY



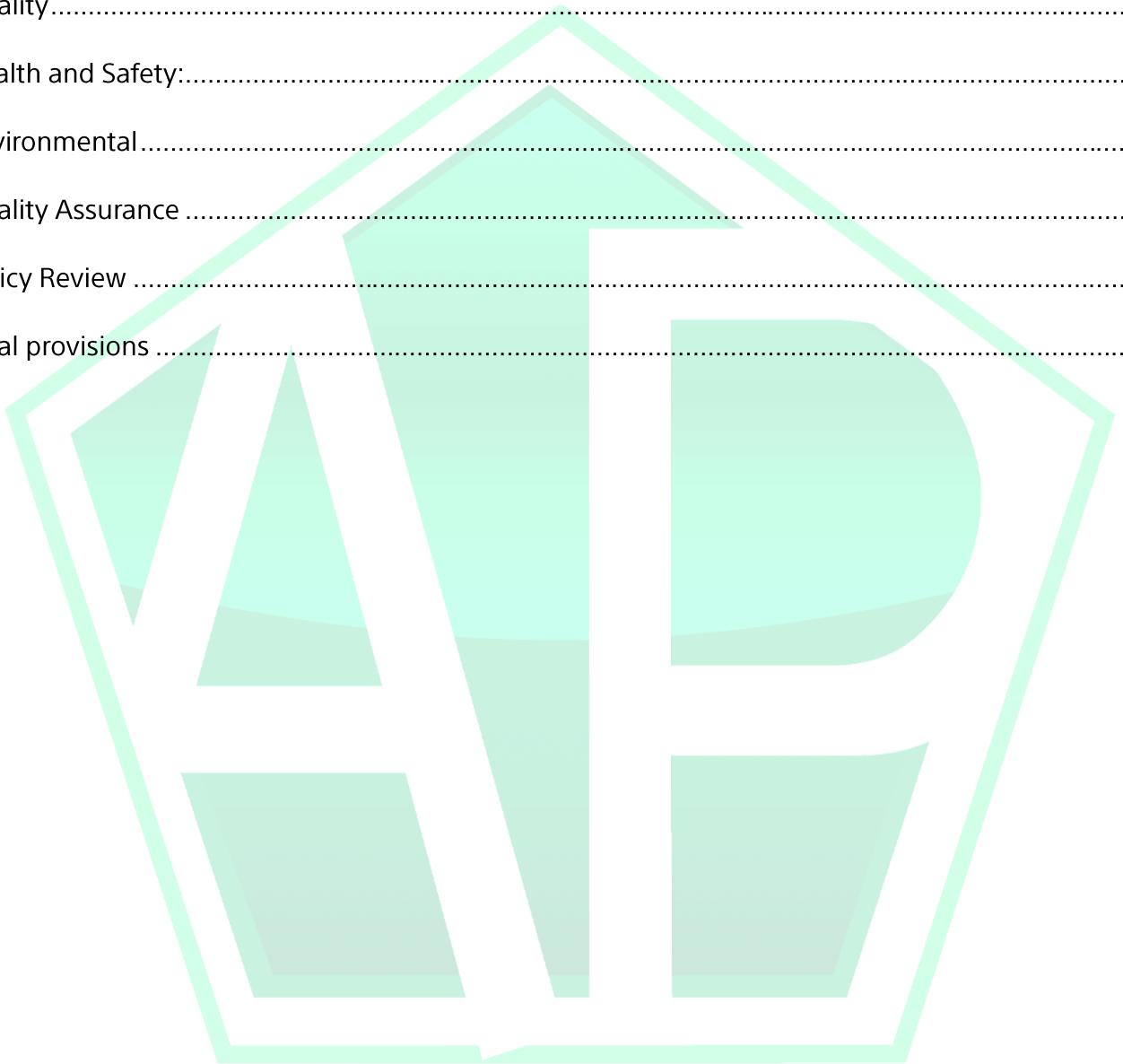


Policy Approval

This policy was approved by Board of Directors decision issued on 07/31/2023

Table of Contents

QHSE Policy Statement.....	3
Scope.....	3
Quality.....	3
Health and Safety:.....	4
Environmental.....	4
Quality Assurance	5
Policy Review	6
Final provisions	6



QHSE Policy Statement

The long-term business success of the company depends upon our ability to continually improve the quality and value of our services to enhance customer satisfaction while protecting the people and the environment. Emphasis must be placed on ensuring human health, operational safety, environmental protection, quality enhancement and community goodwill. This commitment is in the best interests of our customers, our employees, and the communities in which we live and work. The policy provides a framework for continuous improvement, ensuring that the company is able to meet the changing needs of its stakeholders and the global environment.

Scope:

This QHSE Policy applies to all operations and activities of the company, including the design, development, production, and distribution of products and services, and the company's relationships with its employees, suppliers, customers, and the community. The policy also applies to all employees, contractors, and other stakeholders who are involved in or affected by the company's operations. The policy is intended to be integrated into all aspects of the company's business operations, and to be used as a basis for decision-making and continuous improvement.

We are committed to providing the highest quality products and services while ensuring the safety and health of our employees, customers, and the environment. We pledge to:

Quality:

1. Consistently meet or exceed customer expectations and requirements.
2. Continuously improve our services, and processes through regular monitoring, evaluation, and feedback.

Health and Safety:

1. Provide a safe and healthy work environment for our employees, customers, and visitors in compliance with all applicable laws and regulations.
2. Conduct regular risk assessments and take measures to eliminate or minimize potential hazards.
3. Provide regular health and safety training to our employees to ensure that they have the necessary knowledge and skills to prevent accidents and injuries.

Environmental:

1. Minimize the impact of our operations on the environment by complying with all relevant environmental laws and regulations.
2. Continuously seek to reduce our carbon footprint and other environmental impacts through the implementation of sustainable practices.
3. Provide regular environmental awareness training to our employees to promote a culture of sustainability.

By establishing Quality & HSE performance objectives, measuring results, assessing and continually improving processes, services and product quality. The policy outlines the company's approach to health monitoring, including mental health, health development, and workplace safety.

- **Mental Health:** The company recognizes the importance of mental health and is committed to providing support to employees who may be experiencing issues. The company encourages employees to seek support and resources, such as an Employee Assistance Program (EAP), and provides confidential counseling services.
- **Health Development:** The company supports employees in their efforts to maintain and improve their health by offering health and wellness programs, such as health fairs, flu shots, and health screenings. The company also encourages employees to adopt healthy lifestyles, including regular physical activity, balanced eating, and stress management.
- In case of an emergency, the following provisions must be available:

- Clearly marked, visible and sufficient emergency exits
- Sufficient, maintained and easy to access fire extinguishers.
- An appropriate and visible assembly area
- Evacuation/emergency drills to be conducted as per local law and requirements (with a minimum of at least once a year)
- **Safety in the Workplace:** The company is committed to creating a safe and healthy work environment and has established policies and procedures to prevent accidents and injuries. Employees are expected to comply with all health and safety policies and procedures, including wearing appropriate personal protective equipment and reporting any incidents or hazards.
- **Monitoring and Surveillance:** The company may monitor and track employee health data to monitor trends and identify potential health risks. This information will be collected in accordance with relevant privacy laws and will be used solely for the purpose of promoting employee health and well-being.
- **Compliance:** Employees are expected to comply with this policy and with all applicable laws and regulations related to health and safety in the workplace. Non-compliance with this policy may result in disciplinary action, as determined by the company.

Quality Assurance

The company will monitor and track its QHSE performance by collecting and analyzing data on incidents and accidents. The company will also review its QHSE policies and procedures to ensure that they are being followed correctly.

We will establish a reporting system to ensure that incidents, accidents, and other QHSE-related issues are reported in a timely and accurate manner. Employees are expected to report all QHSE incidents, accidents, and near-misses to their supervisor or the QHSE department.

We will investigate all reported incidents and accidents to determine the root cause and will take corrective and preventive actions to prevent similar incidents from happening in the future. The company will also review its QHSE policies and procedures to identify any areas for improvement.

Accurate and complete records of our QHSE performance will be kept, including incidents, accidents, and preventive and corrective actions taken. These records will be used to monitor and evaluate the effectiveness of the company's QHSE policies and procedures.

The company encourages employee involvement in its QHSE program and will provide opportunities for employees to provide feedback and suggestions on the company's QHSE policies and procedures. The company will also provide training and resources to employees to ensure that they understand their roles and responsibilities related to QHSE.

Policy Review

Our quality, health, safety, and environmental policy will be reviewed regularly to ensure that it remains relevant and effective. We will communicate our policy and its objectives to all employees, customers, and stakeholders and work together to achieve our goals.

Final provisions

- 1- This policy will enter into force as of the date of its approval by the Board of Directors.
2. This policy is reviewed periodically - when needed - or when changes are introduced in the policies of higher applications or legislative requirements, or after any important event that may require a change in this policy, and any proposed amendments are presented to the Governance Department, which studies and reviews the proposed amendments and recommends them. To the CEO for approval.