

The employer is responsible for ensuring the health and safety of its employees. In doing so, the employer demonstrates an appreciation for the work performed and a commitment to provide a safe workplace for all employees.

The Health and Safety Policy presented below represents Hypertec Group's commitment to take the necessary measures to protect the health, safety, and physical integrity of all employees by preventing any type of danger. This policy is communicated to all employees, and each supervisor must ensure that it has been well understood and supported. Also, a copy of this policy is made accessible to all employees through SharePoint and the UKG platform.

POLICY

Concerned with assuming its responsibilities, both in terms of the quality of its services and the quality of life of its staff, Hypertec Group believes it is vital to get involved in the prevention of accidents at work and prevention of occupational diseases.

To do this, prevention is an integral part of overall activity and is considered as important as the productivity and quality of the work provided by each employee.

The goal of the company is to take all possible means to minimize the severity and number of workplace accidents and occupational diseases through risk-based assessments to eliminate or reduce the risks present.

It is the responsibility of the President of the Company, with the involvement of all senior staff, to support this policy by implementing good management practices in prevention, through the establishment of a prevention guide respecting laws and regulations:

- A register of minor accidents, incidents and first aid.
- Investigations and analysis of accidents.
- Workplace inspections.
- A functional Health & Safety Committee.
- Certified First aiders in the workplace.
- Training of employees on the safe execution of tasks.

The company will review its risk assessment on an annual basis to ensure it is meeting targets and to implement health and safety initiatives which could improve the effectiveness of the health and safety prevention program.

Each employee must participate in the implementation of this policy and reporting accidents.

In accordance with this policy, training and information programs will be provided where necessary, to create interest and maintain motivation, to ensure the required level of compliance with health and safety laws and regulations, and to improve the methods used in this field.

Through the Joint Health and Safety Committee, the suggestion box, and by contacting healthandsafety@hypertec.com, employees have the opportunity to support these initiatives and share suggestions for the improvement of the health and safety prevention program.

 Recoverable Signature

X 

Simon Ahdoot
CEO

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