

Netceed Health & Safety Policy

1. Introduction

At Netceed, we are committed to creating a safe and healthy workplace for all our employees and involved stakeholders. We recognize health and safety as integral to our sustainable business operations and overall corporate responsibility.

2. Scope

The Policy applies to all employees, temporary workers, contractors and visitors to Netceed premises. This group Policy shall serve as a framework policy and does not override applicable local laws and regulations. In cases where there is a discrepancy between local legal requirements and this Policy, the more stringent standard shall apply.

3. Policy statement

In summary, Netceed commits to:

- Complying with all applicable health and safety laws, regulations at global, regional and local levels
- Preventing injuries and ill health by identifying hazards, assessing risks, and implementing effective control measures.
- Continuously improving its health and safety performance through regular monitoring, inspections, and stakeholder feedback.
- Employee participation in health and safety management, including training, consultation, and reporting mechanisms.

4. Key principles

a. Responsibilities

- Senior management is accountable for maintaining a safe working environment, ensuring compliance with regulations and ensuring this policy is implemented across all business units.
- All managers and supervisors are responsible for enforcing safety standards and supporting their teams in working safely.
- Employees are required to:
 - be conscientious about workplace safety, including appropriate operating methods, and recognize dangerous conditions or hazards.
 - follow all safety guidelines, including using adequate safety equipment and tools and wearing clothing that is appropriate for their environment (i.e., steel-toed shoes on the Operations Floor).
 - stop any work that appears to be unsafe and listen to others who raise concerns.
 - know the emergency procedures that apply to the workplace and is responsible for visitors or guests; and
 - report any accident, injury, unsafe condition, incident, or complaint immediately, in accordance with existing local guidelines and internal regulations.

b. Risk assessment

Regular health and safety risk assessments will be conducted. Risks will be mitigated using the hierarchy of controls and a detailed mitigation plan, approved by Senior management.

c. Training

All employees will receive health and safety training appropriate to their roles. Specific training will be provided for manual handling, equipment operation, and emergency response.

d. Wellbeing & Occupational Health

We promote employee wellbeing through ergonomics, stress management, and mental health support.

e. Incident reporting and investigation

All incidents, near misses and unsafe conditions must be reported immediately. Investigations will be conducted to determine root causes and corrective actions.

f. Performance monitoring

Health and safety performance indicators will be tracked and discussed on a regular basis to ensure transparency and responsiveness in addressing health and safety concerns.

5. Communication

This policy will be:

- Shared with all employees and made available on internal communication platforms
- Publicly available on our corporate website

6. Governance

Health and safety roles and responsibilities are defined at the global, regional, and local levels to ensure consistent application of this policy and accountability across our organization:

- Global Level: Establish and maintain corporate health & safety strategy, policies, and performance standards.
- Regional Level: Support policy implementation, ensure regional consistency, and monitor compliance and performance.
- Local Level: Execute operational procedures, conduct training, manage risks in alignment with local regulations and global policies

This policy is approved by the Board of Directors.

25/09/2025

About the policy

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