

Occupational Health and Safety Policy



Purpose:

e& is committed to ensuring the occupational health, safety and welfare of its employees, contractors, outsourced employees, visitors, and any other stakeholders directly involved in, and affected by its operations. Our policy aims to minimise the risk of work-related injuries, ill-health, and other potential hazards, and promote a safe and healthy workplace in accordance with international standards such as ISO 45001 and other industry-specific requirements and best practices. We adopt a precautionary approach, focusing on prevention, continuous improvement, and compliance with applicable legal and regulatory requirements.

Scope:

This Occupational Health and Safety policy applies to the entire e& operations, including employees, contractors, outsourced employees and visitors. It covers all e& facilities and operations across the globe. The policy also extends to all work-related activities conducted offsite, including official road travel and remote work conducted by employees or contractors for the official purpose.

Our commitments

e& values its employees, contractors, customers, the environment and the communities in which we operate. We are committed to:

1. Compliance and standards:

Adhering to all applicable Occupational Health and Safety (OHS) legislations in the countries where we operate, as well as conforming to international standards such as ISO 45001 and other relevant guidelines as identified in the group legal compliance register and industry best practices.

2. Precautionary approach:

Implementing a precautionary approach by proactively identifying potential hazards and risks and taking preventative actions to eliminate or mitigate them.

3. Risk and hazard identification:

Systematically identifying and assessing risks and hazards associated with all work activities, including those related to contractors and

outsourced employees, and taking action to eliminate or reduce these risks as much as possible.

4. Inspections, audits and investigations:

Conducting regular inspections, audits and safety assessments to ensure ongoing compliance and identify areas for improvement. We are committed to thorough investigation procedures following any incident or near miss to prevent recurrence.

5. Reporting mechanisms:

Establishing robust reporting mechanisms for pre-event risk assessments and post-event incident reporting. This includes both formal and informal channels for reporting hazards, near misses and incidents, with a commitment to ensuring that all reports are thoroughly investigated and addressed.

6. Performance disclosure:

Committing to transparent and systematic communication of OHS performance to all stakeholders. This includes regular reporting on safety metrics, incidents, and continuous improvement initiatives and its disclosure through yearly reports.

7. Health and well-being:

Promoting the health and well-being of our employees by providing access to health programmes, wellness initiatives, and creating a work environment that supports physical and mental health.

8. Scope extension:

Expanding the scope of this policy beyond employees to include contractors, outsourced employees and visitors, ensuring that all parties are protected under our OHS management system.

9. Leadership and accountability:

Ensuring strong leadership and accountability at all levels of the organisation in driving desirable OHS outcomes. This includes setting clear safety objectives, providing necessary resources and holding management accountable for safety performance.

10. Contractor and supplier management:

Ensuring careful selection, management, and control of contractors and suppliers, confirming they meet our set standards in health, safety and well-being.

11. Continuous improvement:

Committing to the continual improvement of our OHS management system, programmes, tools and methods to enhance safety outcomes and align with evolving best practices.

12. Training and awareness:

Providing regular and mandatory training and awareness programmes to ensure that all employees, contractors and other stakeholders are informed and equipped to uphold our OHS commitments. This includes training on hazard identification, risk management and emergency response procedures.

Implementation:

Everyone at all levels of our organisation, whether directly or indirectly involved in e& operations, is responsible for complying with this OHS policy. This policy is owned by the Corporate HSE department, as mandated by the higher management of e&. Corporate HSE is responsible for the governance, implementation and periodic review of the policy to ensure alignment with organisational objectives and international best practices. Any amendments or updates to this policy will be carried out by Corporate HSE, with approval from senior leadership.

This policy will be reviewed annually or as required by specific legislation or changes in industry standards.

Speaking up:

e& is committed to the highest possible standards of openness and accountability. If you suspect any violation of this OHS policy, we encourage you to immediately report such incidents through available channels or by contacting the Corporate HSE team at hse@eand.com