

Health & Safety Policy - Americas

GENERAL POLICY

Optimas has established a comprehensive health and safety policy to ensure the well-being of all employees and the safe operation of all activities. This policy is a testament to the company's commitment to controlling health and safety risks, providing a safe working environment, and complying with applicable legal requirements as outlined by the laws, regulations, and third-party certifications.

- Optimas provides adequate control of health and safety risks across all operations, insisting on safe and responsible work practices. The policy is regularly reviewed and modified as necessary to meet evolving standards.
- A safe and healthy working environment is maintained for all employees.
- Adequate supervision, information, training, education, and instruction are provided to ensure employees perform their duties safely and reinforce the company's commitment to safety.
- Machinery and equipment are maintained to safe standards.
- Employee consultation is integral on matters affecting health and safety.
- Compliance with current applicable legal requirements, policies, and procedures is mandatory, as well as adherence to other requirements to which the organization subscribes.
- A proactive approach is adopted in anticipation of future, more stringent regulatory requirements. There is a continuous commitment to improving the Optimas health and safety management systems.
- Incident reporting and record-keeping are key to maintaining focus on continuous safety improvement and accountability.

RESPONSIBILITIES

The CEO of Americas, Daniel Harms, holds overall responsibility for health and safety within the business, with day-to-day tasks delegated to the Health and Safety team.

Daniel Harms, CEO Americas.

The Health and Safety team is tasked with ensuring that the company adheres to all relevant health and safety regulations and best practices. All employees have a shared responsibility to contribute to a safe working environment. Employees are expected to:

- Collaborate with the company in health and safety matters and comply with all health and safety policies and procedures.
- Take reasonable care of their own health and safety, as well as that of their colleagues and others who may be affected by their actions or inactions at work.
- Refrain from interfering with, or misusing, any equipment, tools, or procedures put in place to maintain health and safety.
- Promptly report any accidents, near misses, or potential hazards to the appropriate supervisor or the Health and Safety Team.
- By actively participating in the company's health and safety culture, employees not only comply with legal requirements but also contribute to a safer and more productive workplace.

IMPLEMENTATION

The Optimas OE Solutions LLC Health and Safety Policy is disseminated to all employees, with the policy statement prominently displayed across all locations and integrated into the company's management processes.

- Ensure that all health and safety policies are in compliance with applicable laws, and regulations to keep the workplace free of serious recognized hazards.
- Implement comprehensive training programs that cover all aspects of workplace safety, including emergency response, equipment uses, and hazard recognition.
- Maintain accurate records of all risk assessments, inspections, accident reports, and safety training sessions.
- Schedule periodic reviews of the health and safety policy to ensure ongoing compliance with new regulations and to incorporate continuous improvement practices.
- Allocate a specific budget for safety improvements and ensure it is included in the regular planning and budgeting process.
- Encourage employee engagement by involving them in safety discussions, policy development, and providing feedback mechanisms.

SUMMARY OF MAIN POLICIES

Optimas has implemented a robust health and safety policy to safeguard employee welfare and ensure the safe execution of all company activities. This policy reflects the organization's dedication to mitigating health and safety hazards, fostering a secure work environment, and adhering to all relevant legal standards, including laws, regulations, and third-party certifications.

- Comprehensive management of health and safety risks across all operations.
- Provision of sufficient supervision, information, and training to promote safe work practices.
- Regular maintenance of machinery and equipment to meet safety regulations.
- Active employee engagement in health and safety-related matters.
- Ongoing review and adaptation of the policy to align with changing standards.
- Strict compliance with all current legal requirements and organizational policies.
- Forward-looking approach to anticipate and prepare for stricter future regulations.
- Commitment to continual enhancement of health and safety management systems.
- Emphasis on incident reporting and record-keeping to focus on safety improvement and accountability.
- Extensive training and educational initiatives to underscore the company's safety commitment.



Daniel Harms CEO, Americas