PUBLIC

Health and Safety Policy

GLO-POL-016

Ovarro will uphold its internal health and safety management system in accordance with current regulations, legal requirements, and industry best practices.

Statement of Intent: Ovarro is committed to providing, sustaining, and continually improving the safe and healthy working environments at all our global business locations and is committed to ensuring the welfare of all employees, visitors and other individuals who may be affected by our work activities. Ovarro aims to maintain a Health and Safety management system in accordance with the requirements of legislative and best practices, including a risk-based thinking approach. Ovarro expects all duty holders, employees, contractors, and workers to comply with this policy, to commit to work safely and act responsibly, to follow all health and safety rules and to adhere to applicable legal requirements.

Arrangements and Objectives for Health and Safety

Ovarro will take reasonable steps to ensure to provide and maintain:

- **Risk Control Measures:** Ovarro will control workplace risks by applying the hierarchy of control, supported by risk assessment. Safe equipment, and safe systems of work are provided and maintained, with PPE used only where risks cannot be adequately controlled by other means.
- **Incident Reporting and Investigation:** All incidents, accidents, near-misses, and hazards must be reported promptly by Ovarro employees. Our structured reporting procedure ensures timely resolution of outstanding actions. Investigations drive corrective actions to enhance workplace safety. First Aiders are required to administer first aid needs where an injury occurs.
- **Safety Committees:** Dedicated safety committees, with representatives from various departments, review safety performance and recommend improvements. Outcomes are documented and made accessible to all employees via noticeboards and regular communication.
- **Training Programs:** Adequate and regular information, training and instruction is provided to all employees in line with best practice and guidelines. Additional training is available through the Ovarro Academy platform.
- **Safety Inspections:** Scheduled inspections ensure compliance with safety protocols. Findings are promptly addressed and documented in the QHSE Events Register and Safety Observations Sheet. Employees and those responsible for EHS matters are expected to participate in any health and safety matters as required where the root cause should be determined, and any corrective actions required to reduce risk shall be implemented.
- **Additional Duties:** Provide safe access and egress to work locations and ensure adequate emergency response provisions are in place to deal with any foreseeable emergency.

  All employees and contractors working for, or on behalf of, Ovarro shall always carry out their duties in a safe manner.

Approval	Date
	10/02/26
Amer Khayyat, Group CEO	

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