

Health and Safety Policy

Solutions 30 Group ("Solutions 30" or the "Group") makes health and safety an integral part of its corporate culture. As a multinational technology solutions provider with more than 6,000 employees, we are convinced of our combined duty to take a responsible and preventative approach regarding health and safety and to educate and encourage our workforce, subcontractors as well as clients and their customers to adopt the best possible health and safety friendly practices. As a responsible corporation, the Group commits to efforts ensuring the reduction, and where possible, elimination of all professional risks, as well as the promotion of good health.

The Group's commitment is based on:

- respecting legislation and applicable norms and regulations applicable to occupational health and safety;
- pursuing continual improvement of the Group's performance with regards to occupational health and safety in all activities and sites of the organization;
- developing and implementing guidelines and processes following criteria which can prevent and reduce possible accidents and preserve the health and safety of staff.

Safety is a license to operate and putting safety first is non-negotiable. The Group is committed to an ongoing process of developing, implementing and monitoring measures to reduce risks associated with the workplace for its staff, subcontractors, suppliers and customers. It expects from all staff and subcontractors their commitment to safety. Safety rules and procedures should be updated, actively managed and respected. All staff and subcontractors are expected to behave in a proactive way towards safety issues, including feedback on practices, vigilance, and an open communication policy.

The Group is equally committed to the health of its staff and subcontractors. In particular, the following measures were introduced in order to ensure an appropriate implementation of this policy:

Employer's Responsibilities:

- monitoring and protecting health, safety and welfare of the employees and other people who might be affected by their business;
- appropriate surveillance of the working environment and working practices;
- providing adequate first aid provisions and recording of accidents;
- promoting active steps towards staff well-being;
- carrying out risk assessments that address all risks that might cause harm in the workplace;
- providing all employees with appropriate training, information and resources;

Employees' Responsibilities:

- taking reasonable care of their own health and safety, and that of others who may be affected by their acts or omissions.
- cooperating with supervisors and managers on health and safety matters;
- reporting any health and safety concerns promptly to their supervisor, and
- acting responsibly in the workplace, attending relevant health and safety trainings, and refraining from unsafe behavior at work.

In order to facilitate its health & safety approach, Solutions 30 has implemented a steering committee to develop policies and align best practices across its country organizations.

The Group has identified the following focus areas for its health & safety strategy:

1. **People and Road Safety:** Solutions 30 aims to establish programs, policies and procedures that ensure the safety of all staff, subcontractors as well as clients and their customers. A focus area is road safety, due to the nature of the work usually including driving.
2. **Best Practices:** Solutions 30 aims to standardize best practices across the Group, an ISO 45001 - compliant internal management system is in place to improve practices in France, Italy and Luxembourg, and the Group aims to roll this certification out to more countries.
3. **Well-being:** Solutions 30 aims to promote well-being of staff and subcontractors and is committed to take steps to monitor staff satisfaction.
4. **Training:** Solutions 30's goal behind the health and safety training is to increase awareness around safe and healthy conduct and consequently minimize the risk of unsafe or unhealthy behavior.
5. **Communication:** Solutions 30 strives to effectively communicate all relevant health and safety aspects and such communication comes in various forms, including this Health and Safety Policy, senior managers' statements, health and safety training, health and safety procedures and controls, health and safety reporting, and health and safety awareness campaigns.

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