

# KANSAI HELIOS GROUP HEALTH, SAFETY, AND WELL-BEING POLICY

At KANSAI HELIOS Group, safeguarding the health, safety, and well-being of our people and community is more than a commitment—it's our unwavering promise.

This policy serves as our guiding light toward creating a workplace free from hazards, nurturing a culture of care, and ensuring compliance with regulations.

## LEADERSHIP COMMITMENT:

- ➔ Safety is our top priority, woven into the fabric of every decision.
- ➔ Our managers lead by example, ensuring safety is always at the forefront.
- ➔ We actively identify and mitigate risks, creating a secure environment for all.

## OBJECTIVES:

- ➔ Our ultimate goal: zero workplace injuries.
- ➔ We aim to maintain a Lost Time Injury Frequency (LTIF) below 0.5, striving for a hazard-free environment.

## WORKER PARTICIPATION:

- ➔ We empower our employees to engage in safety initiatives, fostering a sense of ownership.
- ➔ Regular feedback channels ensure everyone plays a role in creating a safe workplace.

## HAZARD IDENTIFICATION AND RISK ASSESSMENT:

- ➔ Thorough risk assessments drive proactive preventive measures.
- ➔ Employee safety remains our top priority in every aspect of our operations.

## LEGAL COMPLIANCE:

- ➔ We adhere strictly to OHS laws, leaving no room for compromise.
- ➔ Regular audits uphold our commitment to maintaining a safe work environment.

## EMERGENCY PREPAREDNESS:

- ➔ Comprehensive response plans and ongoing training ensure we are always prepared.
- ➔ We remain vigilant, ready to handle any scenario that may arise.

## WELL-BEING FOCUS:

- ➔ We promote physical health, mental resilience, and work-life balance, recognizing the importance of holistic well-being.
- ➔ Our commitment extends beyond safety to encompass the overall wellness of our workforce.

## CONTINUAL IMPROVEMENT:

- ➔ Regular reviews and updates drive continuous enhancement of our processes.
- ➔ We are dedicated to meeting and surpassing the highest safety standards.

## COMMUNICATION AND TRAINING:

- ➔ Clear channels of communication and targeted training programs enhance safety awareness and competence at all levels.

## PERFORMANCE MEASUREMENT:

- ➔ We closely monitor safety indicators, fostering accountability and a collective responsibility for maintaining a safe work environment.

## DISSEMINATION:

- ➔ Accessible to all stakeholders via our intranet and notice boards, this policy reinforces our culture of safety and well-being.

## REVIEW:

- ➔ Periodic reviews ensure the ongoing effectiveness of our policy, adapting to changes in legislation, incidents, and OHS performance.

**Bastian Krauss,**  
President &  
Chief Executive Officer