

Health, Safety and Well-being Policy



PURPOSE

The policy reflects HARDI Group's (HARDI) commitment to ensure the health, safety, and well-being of all HARDI employees by addressing workplace accidents and injuries, promoting mental well-being, and safeguarding physical well-being. Our commitment, in alignment with EXEL Industries, is to create a safe, healthy, and supportive working environment that minimizes risks and fosters productivity and engagement. The policy extends to all visitors and external service providers on HARDI sites, where applicable.

WORKPLACE SAFETY AND HEALTH

HARDI is committed to fostering a safe and healthy work environment for all employees to reach "Vision Zero". The core principles include:

- Pro-active risk management: Regularly assessing risks and implementing corrective measures to mitigate identified hazards.
- Comprehensive safety training and awareness: Providing comprehensive health and safety training and conducting regular safety drills.
- Robust safety equipment and compliance: Ensuring availability and proper use of personal protective equipment (PPE) and adhering to all relevant health and safety regulations.
- Transparent incident reporting and investigation: Thoroughly reporting and investigating all incidents to identify root causes and prevent recurrence.

EMPLOYEE WELL-BEING

HARDI is dedicated to promoting the overall well-being of its employees, both mental and physical. The core principles include:

- Workload and stress management: Monitoring and managing workloads to ensure reasonable workloads and providing resources for stress management.
- Access to mental health support: Offering counselling, employee assistance programs, and a culture of openness around mental health.
- Fostering work-life balance: Encouraging flexible working arrangements and supporting initiatives that promote a healthy work-life balance.
- Employee development: Maintaining a supportive and enjoyable work environment, promoting employee engagement through responsibility, recognition, continuous learning, career, and skills development.

ERGONOMICS AND PHYSICAL HEALTH

HARDI is committed to protecting the physical well-being of its employees by addressing occupational health hazards and ergonomic risks. The core principles include:

- Hazard identification and mitigation: Identifying and mitigating occupational health hazards through engineering controls and other measures.
- Ergonomic assessments and equipment: Conducting ergonomic assessments, providing ergonomic equipment, and training.
- Promoting physical activity and health monitoring: Encouraging regular physical activity and movement and conducting regular health screenings and monitoring.

HARDI will communicate this policy to all employees, provide regular updates and reminders, and continuously review and update the policy.

Responsibilities

Management is responsible for implementation of safety measures, providing the necessary resources, equipment, and training for employees, as well as closely monitoring workloads, stress levels, and physical health hazards.

The Occupational Health and Safety Organization (AMO) shall contribute to the prevention and resolution of safety and health risks in the workplace. Additionally, AMO must contribute with knowledge and suggestions on how occupational health and safety efforts can become an integral part of strategic management and daily operations.

Employees are responsible for adhering to safety protocols, using PPE properly, reporting issues promptly, utilizing mental health resources, communicating concerns, following ergonomic guidelines, and participating in wellness initiatives.

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