

Health and Safety Policy

Wellbeing is one of Intersoft Electronics' four core values (next to creativity, collaboration and respect). It resonates in everything we do and implies health and safety as a matter of course. Intersoft Electronics maintains high standards of health and safety for all stakeholders: employees, customers, suppliers, business partners and visitors.

- **Safety:** We are committed to preventing injuries and illnesses by providing an ergonomic workplace free of unsafe conditions and practices. That includes raising awareness of biological, chemical and electrical "hygiene".
- **Physical health:** Health and wellbeing is high on our list. We encourage our personnel to be physically active by providing sports facilities and benefits. We transfer our culture of wellbeing to all stakeholders and the whole network in which we operate.
- **Mental health:** We aim for mental health for everyone. In that respect we train managers a coaching leadership style and sensitize everyone to help and support each other where possible. We keep the workplace nice and tidy. We want employees, customers, suppliers, business partners and visitors to feel welcome and at ease in our organization.

It is the responsibility of management and supervisors to live up to our core values and to promote health and safety awareness among all stakeholders.

- **Awareness:** We communicate health and safety programs to employees, customers, suppliers, business partners and visitors and train stakeholders according to their need. For the latter, we rely on internal and external health and safety experts.
- **Transparency:** We communicate our performance openly and encourage partnerships with local organizations, academia, government and other knowledgeable stakeholders. Where we see anything illegal in our project execution, such as human trafficking, slavery, forced labor or child labor, we report this to the authorities and discontinue business relationship in this area.
- **Continuous improvement:** We proactively seek continuous improvement and involve employees in identifying opportunities for improvement. We reduce risk and ensure emergency preparedness through consistent risk assessment, incident reporting and investigation.

This policy is a cornerstone of Intersoft Electronics as a healthy organization. It is promulgated internally and externally through our media channels and directly to our subcontractors. It is further explained upon request and proactively referred to in day-to-day situations.

Eddy Crits, COO Intersoft Electronics