



Occupational health and safety policy

OCCUPATIONAL HEALTH AND SAFETY

Ensuring occupational health and safety for all LeverX Group employees is a top priority for us and an integral part of our sustainability strategy.

We believe that every single work-related injury can be prevented, and thus strive to build an appropriate occupational health and safety system in all offices in the countries where LeverX Group operates. Our key objective is incident- and accident-free operational processes.

LeverX Group considers the health and safety of employees to be the LeverX Group's core value.

We are convinced that all work-related accidents can be prevented and strive to create a working environment that ensures the health and safety of all employees and contractors of LeverX Group during the performance of their daily duties.

To this end, we commit to:

- Comply with legal and other requirements in the field of occupational health and safety.
- Promote behaviour-based safety among the employees, including the timely elimination or management of identified risks and the use of the necessary personal protective equipment.

- The managers at all levels shall demonstrate their leading role and personal interest in compliance with the occupational health and safety requirements.
- Raise awareness, ensure engagement and promote the initiatives of LeverX Group's employees in the processes related to minimization of safety and health risks in occupational environment.
- Carry out risk assessments, identify hazards and root causes of potential damage, and remove or reduce them.
- Conduct regular monitoring occupational safety and health activities.
- Provide sufficient information, instruction, training and supervision to enable everyone to avoid hazards and contribute to their own safety and health.
- Provide adequate working conditions with proper facilities to safeguard the health and safety of employees and to ensure that any work which is undertaken produces no unnecessary risk to health or safety.
- Ensure the provision and maintenance of plant, equipment and systems of work that are safe.
- Provide specific information, instruction, training and supervision to personnel who have particular health and safety responsibilities.