

HEALTH & SAFETY STATEMENT

WEYTEC regards its people as its most valuable asset and places the highest priority and importance on providing a working environment that protects their health, safety and wellbeing. Our Corporate Business Principles includes a commitment to follow health and safety rules and implement best practices to ensure a workplace being as safe as possible.

This includes a total WEYTEC Board and management commitment to follow applicable health and safety laws, regulations. WEYTEC complies with all health and safety standards and restrictions imposed by applicable laws in all the countries in which we operate. We also implement additional health and safety measures and practices, which go beyond the legal requirements, to ensure a workplace as safe as possible for everyone.

An environment without incidents or accidents is in everyone's interests. In addition, all third-parties, vendors, suppliers and sub-contractors conducting business with us, or operating within our offices, are required to comply with WEYTEC health and safety rules. With the appropriate measures and the necessary care and attention, WEYTEC believes that work-related risks, injuries, and illnesses can be prevented.

WEYTEC company line managers have a direct responsibility for health and safety of their staff. However, all WEYTEC employees are expected to conduct themselves in a way that helps to ensure their own health and safety and the one of their colleagues.

The WEYTEC commitment to Health & Safety Statement is binding for the whole WEY Group.

Health & Safety Principles

- We aim to maintain a working environment that supports the general health and well-being of all staff.
- We build and maintain innovative workplaces that allow employees to work efficiently and collaboratively.
- Our agile working arrangements are designed to support employees' work and personal lives.
- We actively promote an open and respectful work environment.
- We strive to ensure that our working environment is as safe as possible.
- WEYTEC helps employees to navigate through various personal issues, including health, family care, addiction and dependency problems.
- Workplace issues can also impact employee wellbeing. We have appropriate routes for employees to raise any concerns.

Measures Taken to Ensure Health and Safety

- Our responsible managers help to maintain a safe and healthy work environment and WEYTEC gives them the information and support that is relevant to their role.
- We regularly review our health and safety activities to ensure issues are effectively managed and improvements are made where necessary. Our reviews also include employee consultation (where appropriate).

Health & Safety Governance

- Responsibility for the governance and review of health and safety sits with the Group Chief Financial Officer. Day-to-day responsibility for health and safety matters is shared between Group Chief Operating Officer and Managing Directors of the WEYTEC entities.