

# HEALTH AND SAFETY POLICY

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## Policy statement

Health and safety is of paramount importance at Dialight. We want to ensure the occupational health, safety and well-being of all our staff and anyone who attends our premises. Our aim is to conduct business in compliance with applicable health and safety laws and regulations, standards and best practice. We are committed to continue improving in this area.

## Health and Safety management

Dialight's Health & Safety Committee ("Committee") has the task of reviewing the implementation of and compliance with this policy and agreeing objectives and standards for Dialight worldwide. Nominated health and safety representatives manage day-to-day health and safety matters. These representatives are members of the Committee which is chaired by North America Operations Director/ ROW Operations Head and reports to Dialight's Group Chief Executive's Committee.

Each site must implement and maintain its own individual health and safety policies and systems that comply at the very least with the laws and regulations of the market and jurisdiction they operate in. North America Operations Director/ ROW Operations Head is responsible for co-ordinating such local health and safety policies in conjunction with the locally nominated health and safety representatives. These policies and systems must satisfy the principles and requirements included in this policy and all relevant external accreditations.

## General principles

All Dialight companies must follow our general principles.

Each region must:

- maintain a safe working environment with effective emergency procedures;
- provide all individuals at the site (including staff and visitors) with appropriate and adequate health and safety information;
- promote responsible attitudes and co-operation;
- provide training where applicable;
- promote awareness of specific changes, both at sites and in relation to local legislation;
- provide accurate accident and near-miss reporting and investigation; and
- regularly review management of health and safety, and implement corrective and preventative actions.

## Workplace behaviour

Everyone shares responsibility for achieving and maintaining healthy and safe working conditions. You must consider the health and safety implications of your acts (and/or omissions) before committing them. Any health and safety concern, however trivial it might seem, including any potential risk, hazard or malfunction of equipment, must be reported to health and safety representatives, your manager or North America Operations Director/ ROW Operations Head.

You must take reasonable care of your own health and safety and that of others by observing safety rules applicable to you and following instructions for the use of equipment (including safety equipment and protective clothing). You must co-operate with your representative with regards to all health and safety matters and comply with any health and safety instructions.

You will also be expected to co-operate in the investigation of any accident or incident that has led, or which we consider might have led, to injury.