Occupational health & safety policy

HSE, Quality and Energy

Purpose

We, at FlexLink, want to build a strong interactive safety culture, by providing a healthy and safe work environment (including our installations at customer sites) for our employees and visitors, by continuously aiming to meet the highest standards of safety at all our workplaces to prevent workplace injury, ill health and promoting employee health and wellbeing.

Scope & Governance

All personnel that work for or on behalf of FlexLink have a responsibility to follow and support this policy to ensure our business strategy and objectives are met.

CEO	Provides policy, oversight and review of Occupational H&S management.
Leadership Team	Drives culture of 'Safety First' and manages and supports policy implementation and supporting framework.
Managers	Ensure staff comply with Occupational H&S policy and Occupational H&S management procedures and foster our 'Safety first' culture.
Employees and Contractors	Comply with the Occupational H&S policy and Occupational H&S management procedures and contribute to building a healthy and safe work environment
Visitors	Follow our Occupational H&S policy and Occupational H&S instructions and routines when visiting us.

Supervisors, workers and visitors are expected to perform their duties and responsibilities in a safe and healthy manner and are accountable for the health and safety of themselves and others.

Content

We implement and maintain our policy based on:

- FlexLink and Coesia Values
- Continual improvement practices
- Risk based thinking
- Our Operational Management System (OMS)
- Coesia HSE policy and measurable key performance indicators [including audits performed, incidents, accidents, near misses and safety observations].

Goals & Objectives

We consider the impact of health and safety when we make business and strategic decisions. Through engagement and participation at all levels of the business, we commit to continually improve our systems to provide a safe and healthy environment to work in.

We are committed to:

- Giving priority to health and safety of our employees, providing education, training and motivating them to carry out all activities in a safe and responsible manner
- Pro-actively monitoring the frequency and severity of incidents, to minimize the number of incidents, accidents, near misses
- Complying with all applicable regulatory requirements and obligations, including customer's requirements, to which we subscribe
- Consulting with our employees on matters affecting their health and safety
- Assessing health and safety risks, and define, document and implement improvement plans to eliminate or reduce them
- Providing leadership, processes, resources and training to support the OH&S culture in our company
- Ensuring the safety of employees whilst working on customer sites by properly carrying out risk assessments prior to work being carried out
- Ensuring that OH&S performance and compliance to this policy is monitored, documented, and communicated in a clear and transparent way to employees, authorities and other stakeholders
- Developing and marketing safe products[1] and services for end users.

Targets

Our targets are aligned with the Coesia group targets:

- Lost Time Injury Frequency Index (LTIFR) < 1 by end of 2026

Policy measurements

At FlexLink, we identify three different types of key premises: sales & service offices, assembly sites and distribution HUB's. The measures are categorized differently as different business units require different strategies. We have established the following energy objectives:

All sites

- We share and implement in all our business units, processes, routines and local measurements on health and safety management, including Coesia H&S guidelines
- We implement, monitor and share monthly leading and lagging KPI's, as part of our Occupational Health and Safety Management System
- We provide to our employees, contractors and visitors health and safety induction and provide appropriate training according to perform activities and legal requirements

[1] Refer to Safe product policy for further details

- We complete and regularly[2] update risk assessments in all our sites
- We make sure suitable arrangements are in place for employees when working remotely
- We implement and maintain updated Emergency Preparedness Plans[3] (EPP), which included:
  - Proper identification of clear and signed emergency exists and evacuation routes.

Assembly sites and distribution HUB's

- Implement or maintain the ISO 45001 standard
- We provide relevant Personal Protective Equipment (PPE), based on specific risk assessments
- We train our employees and contractors on the use of identified PPE
- We promote the use of substances that are non-toxic and pose minimal risks to human health. We are committed to continuously assessing and adopting safer, more sustainable alternatives whenever possible
- Identify emergency teams and first aid representative

Conclusions

The Occupational Health & Safety policy follows on from our commitment to the United Nations Global Compact, as part of Coesia Group.

The compliance to this policy is monitored, documented and communicated in a clear and transparent way, to our employees, authorities and other stakeholders.

The document is revised every 2 years, to keep it current. If operations change significantly, we may need to update the document outside this review.

We provide the leadership, processes, resources and training to ensure we comply with current policy.

Sustainable Development Goal's - SDG's

[2] If not regulated by law, the risk assessment is updated every second year and in case of relevant conditions changes (e.g. work activities, context, organization, etc.)
[3] Same as for the risk assessment