

Health and Safety

At Lightware, we firmly believe that the health and safety of our colleagues and the safe operation of our facilities are paramount to the success and sustainability of our operations. As responsible employers, we consistently prioritize the health and safety of our employees. Our ongoing commitment is to enhance our safety performance continually, foster a safe workplace for both our employees and contracted personnel, thereby preventing accidents and occupational illnesses.

We are dedicated to acting responsibly in terms of the health, safety, environmental (HSE), and social impact of our daily business activities. We are also dedicated to improving asset integrity and preventing incidents of all kinds while maintaining a high standard of emergency response. Our Health and Safety policy is applicable to all employees, contractors, visitors, and anyone working on behalf of Lightware. This policy encompasses all activities, premises, and operations under our control.

Our commitments include:

- Ensuring the health, safety, and well-being of all individuals affected by our operations.
- Complying with all relevant local, state, and federal health and safety laws and regulations.
- Continuously improving our health and safety performance by identifying and managing risks. Establishing healthy workplaces and ensuring appropriate technical and hygiene requirements.
- Providing the necessary resources and supervision to maintain a safe work environment.
- Offering appropriate health and safety training to employees, contractors, and visitors.
- Encouraging the reporting of health and safety concerns, incidents, or suggestions without fear of reprisal.

Employee Responsibilities:

- Complying with all health and safety policies, procedures, and guidelines.
- Promptly reporting unsafe conditions, hazards, or incidents to their supervisor.
- Participating in health and safety training programs as required.
- Taking responsibility for their own safety and the safety of others.
- Contributing to a positive safety culture by actively engaging in safety initiatives.
- Abstaining from being under the influence of substances (including illegal drugs, marijuana, alcohol, or legal substances) that impair their ability to perform work while carrying out work-related duties.
- Refraining from the sale, manufacture, distribution, or possession of illegal substances in the workplace or during work-related duties.
- Avoiding carrying or possessing weapons or firearms (whether licensed or unlicensed) in the workplace or while performing work-related duties.

Risk management:

Lightware is dedicated to the systematic and proactive management of risks to achieve its strategic objectives while safeguarding its people, assets, and reputation. We acknowledge that risk is an inherent part of business. In connection with health and safety awareness and risk management, we:

- Identify and assess workplace hazards and implement control measures to mitigate risks.
- Maintain emergency response plans and conduct regular drills to ensure preparedness.
- Investigate and analyse incidents, near misses, and accidents to prevent recurrence.
- Continuously monitor and review our health and safety performance and policies to enhance them.

