



QHSE Policy

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Document description:	Vysus Group top management's commitment to Quality, Health, Safety, and Environment.

Policy

Policy Overview

Vysus Group is committed to delivering exceptional quality while ensuring the health, safety, and well-being of our employees, customers, contractors, and the communities in which we operate. We demonstrate this through our openness in communication, building trust and strong relationships with our clients, partners and key stakeholders, the integrity in serving our customers, fairness and concern for our employees.

Policy Principles

Our People

Vysus Group is committed to providing equality, opportunities and rewards to our people. We embrace wholeheartedly, the cultural diversity within the communities we call home. Our people are our organisation; therefore, their health, safety, welfare, wellbeing and interests are key to our success.

We aim to exceed our goals by:

- Creating and nurturing an environment of success based on honesty and integrity.
- Engaging and consulting with our people and other interested parties in decision-making by involving them in shaping policies and practices that affect their health, safety and well-being.
- Empowering our people to stop a job if they perceive any health, safety, security or environmental risk.
- Promoting individual growth.
- Fostering a positive culture of proactive safety awareness and building an inclusive, respectful workplace where employees feel valued and supported.
- Providing appropriate quality, health, safety, environmental and wellbeing information, instruction and supervision to ensure our people are competent and safe in undertaking their roles.
- Promoting work-life balance by encouraging flexible working arrangements.
- Providing access and support services for counselling and wellness programs to help employees manage their personal and professional lives effectively.

Our Customers

Our customer needs are paramount and represent a high priority within our business. Our obligation is to proactively seek out and define customer needs while addressing all requests expeditiously without creating false expectations.

Our Quality

Vysus Group is committed to achieving competitive excellence and providing our customers with services and products designed, produced, and maintained to meet or exceed their expectations by:

- Understanding the needs and expectations of interested parties.
- Complying with customer, statutory and regulatory requirements.
- Delivering products and services that consistently meet or exceed customer expectations.
- Continuously improving our processes, systems, and performance through innovation and feedback.
- Inspiring performance excellence.

Our Legal Compliance and Obligations

Vysus Group is committed satisfying all legal and other requirements and by applying the hierarchy of controls to occupational hazards and risks. We proactively comply with all applicable occupational health, safety, environment, legal and regulatory requirements in which we subscribe to:

- Preventing work-related accidents and incidents that may cause injury, ill-health and loss from our activities by designing and providing a safe and secure work environment.
- Providing clear instructions, information, adequate training and resources to ensure knowledge and understanding of requirements and to perform their tasks safely.
- Implementing emergency procedures in case of fire or other significant incidents.
- Maintaining safe and healthy working conditions.
- Ensuring our facilities and equipment are well-maintained.
- Fulfilling our responsibility to protect the environment and communities in which we operate or may affect.

Our Community and Environment

Vysus Group is committed to supporting the communities within which we operate. We believe in the practice of social responsibility and encourage similar behaviour in our employees and suppliers. We support the conservation of the physical environment and the prevention of pollution at our facilities and as such, our environmental commitments include:

- Protecting the environment.
- Conforming to compliance obligations.
- Preventing pollution, reducing waste and minimising our environmental impacts.
- Climate change mitigation and adaptation.
- Encouraging sustainable practices and adopting energy-efficient technologies wherever feasible.
- Engaging employees, suppliers, and stakeholders in environmental initiatives.

Our Accountability

Accountability is at the core of our commitment to quality, health, safety, and environmental excellence. Every individual, from leadership to frontline staff, shares responsibility for adhering to and promoting the principles outlined in this policy.

Continuous Improvement

We will monitor and improve our quality, health, safety, and environmental practices; by regularly reviewing and enhancing our ways of working, our processes, engaging employees and adopting best practices to enhance efficiency, reduce risks, and ensure compliance with all applicable regulations.

Authorised by
Thomas Aas Saethre,
Chief Executive Officer

A handwritten signature in blue ink, appearing to read 'TAS', with a horizontal line extending to the right.

10 March 2025

Vysus Group Holdings Limited