

International SOS (“Intl.SOS”) is committed to maintaining and continually improving the occupational health, safety and wellbeing of our workers and others who provide services on behalf of Intl.SOS. We aim to provide services to our customers in a safe and sustainable manner.

Senior Intl.SOS leadership is committed to developing, leading and promoting an organisational culture that supports the intended outcomes of the Occupational Health and Safety (“OH&S”) management system while accepting full accountability for its performance.

The OH&S Steering Committee is appointed to oversee and manage OH&S performance to ensure OH&S objectives are achieved across the business.

Each region and business line in Intl.SOS is responsible and accountable for the communication and implementation of the OH&S Policy and the accompanying Standards, Procedures and Processes that are relevant to their operations.

All workers are expected to understand and comply with the requirements of the OH&S Policy and the Standards, Procedures and Processes that are relevant to their work.

To enable OH&S objectives to be achieved, each Medical Services operation and facility commits to:

Conform to the OH&S Management System Standards, Procedures and Processes that identify, assess and effectively control health & safety hazards and risks to workers, visitors and the broader community.

Adhere to Intl.SOS’ contractual obligations and all local OH&S laws and regulations in regard to OH&S matters; senior managers are responsible for ensuring that appropriate resources are provided to enable compliance to these obligations.

Implement & Communicate OH&S Standards, Procedures and Processes designed to promote and maintain the occupational health and safety of workers in order to protect them and those under their direct care, and update the OH&S Standards, Procedures and Processes in accordance with the Documents Policy.

Create & implement an emergency preparedness and response program to ensure the adequate control and mitigation of emergency situations and to optimise our business continuity.

Ensure reporting, investigation and analysis of all occupational health and safety accidents and Incidents and near misses, with the intention of eliminating or adequately controlling the identified hazard.

Recruit appropriately qualified and competent people to deliver services to the required safety standards and ensure contractual OH&S requirements are met.

Require that all contractors comply with this OH&S Policy.

Assign appropriately qualified and competent people to provide training and establish standards to enable workers to work in a safe and sustainable manner and to ensure they are able to manage their activities in accordance with this policy.

Consult workers at all levels of the organization and foster their participation and representation on OH&S Committees and decision making forums by removing barriers to participation and communication.

Initiate formal QH&S Management System reviews and evaluation of OH&S performance across all operations, to identify opportunities for improvement. This will include a program of internal audit and non-conformance reporting.

A handwritten signature in black ink, appearing to read "Michael Gardner".

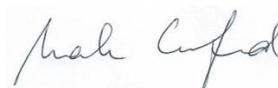
Michael Gardner
CEO Medical Services

A handwritten signature in black ink, appearing to read "Myles Neri".

Dr Myles Neri
Group Medical Director, Medical Services

A handwritten signature in black ink, appearing to read "Olivier Lo".

Dr Olivier Lo
Group Medical Director Occupational Health Services

A handwritten signature in black ink, appearing to read "Mark Crawford".

Mark Crawford
Group Deputy Director
Quality & Compliance

24th August 2021

This policy supersedes the September 2013 OH&S Policy