

International SOS (“Intl.SOS”) is committed to maintaining and continually improving the Occupational Health and Safety Management System (“OHSMS”), as well as the 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, sustainable environment.

Senior Intl.SOS leadership is committed to developing, leading, and promoting an organisational culture that supports the provision of safe and healthy working conditions, and the prevention of work-related injury and ill health, while accepting full accountability for its performance.

The OH&S Steering Committee is appointed to oversee and manage OHSMS performance, and to ensure that 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 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 OHSMS Standards, Procedures and Processes that identify, assess, and effectively eliminate hazards, and reduce 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 with these obligations.

Implement & Communicate OHSMS Standards, Procedures, and Processes designed to promote and maintain the occupational health and safety of workers, in order to prevent work-related injury and ill health of those under their direct care.

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 organisation and foster their participation and representation on OH&S Committees and decision-making forums by removing barriers to participation and communication.

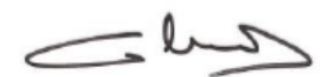
Initiate formal reviews and evaluation of OHSMS performance across all operations in order to identify opportunities for continual improvement.



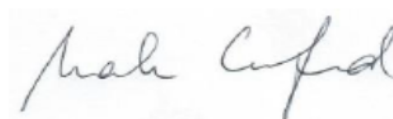
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This policy supersedes the August 2021 Policy