



Global Health, Safety and Wellbeing Policy



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Global Health, Safety and Wellbeing Policy

Purpose & Scope

Allfunds is committed to ensuring a working environment that protects the health, safety and wellbeing of all employees, contractors and visitors to the company's sites. In this regard, our Code of Conduct includes a commitment to achieving a comfortable and safe working environment.

An environment without incidents or accidents is in everyone's interests. In addition to applying our own health and safety measures, we ask third parties conducting business with us or operating on our premises to consider health and safety matters too, and all contractors are required to comply with our health & safety guidelines when dealing with us.

In order to do so, Management of Allfunds starting from the board promote employees' health and safety. Protecting employees from injury or occupational disease is a major continuing objective. All Managers and employees must be dedicated to continuing to reduce the risk of injury.

Principles of the Global Health, Safety and Wellbeing Policy

The Global Health, Safety and Wellbeing Policy is supported by the following principles:

1. Planning

- Include health and safety considerations in all our decision-making.
- Provide adequate resources, equipment and training for employees at all levels to fulfil their responsibilities in relation to health and safety work practices and activities.
- Develop measurable health, safety and quality objectives and targets.
- Ensure compliance with applicable legislation and regulations.

2. Practices

To incorporate health and safety protocols in everything we do, Allfunds will:

- Proactively identify hazards and introduce appropriate controls to reduce risks relating to our operations focusing specially on reducing the risks associated with driving and overseas working.

- Aim, as a minimum, to be compliant with all legislative requirements and, where practicable, seek to promote higher standards of health and safety.
- Put in place measures to mitigate potential emergencies in the workplace.
- Monitor health and safety performance and undertake regular reviews of our health and safety management framework, using the results to drive continual improvement in our performance.

3. People & Responsibilities

Allfunds will:

- Provide our employees with the accurate information and training regarding health and safety risks.
- Facilitate managers to held accountable for the health and safety of workers under their supervision.
- Engage the employees in the promotion and achieving of safe and healthy conditions. All our employees have a duty of care to themselves and others potentially affected by our activities and are expected to be aware of, and encouraged to contribute to the delivery of this Policy.
- Set up appropriate routes (whistleblowing) for employees to raise any concern than can impact in their wellbeing.
- Aim to maintain a working environment that supports the general health and well-being of all our people.

Following the normal procedure, this policy will be periodically reviewed in order to adjust and update any relevant content.