

Health and Safety Policy – Optima Investments and Subsidiary Companies

The Optima Investments Group Health and Safety policy is a part of our overarching Corporate Responsibility governance and reflects our commitment to our workers and stakeholders Workplace Health and Safety. Along with being a part of our Corporate Responsibility governance, this policy is designed to operate to the framework provided by the Health and Safety at Work Act 2015 and ISO 45001:2018.

All Optima Investments Group workers have a responsibility for implementing this policy by striving to achieve a culture of continuous improvement towards all aspects of the Health and Safety management system.

- Provide and maintain a safe and healthy work environment including work conditions, practices, and procedures for all stakeholders and workers.
- Develop safety and health awareness throughout the Optima Investments Group Limited through ongoing education and training of all workers.
- Take all practicable steps to effectively eliminate hazards within the workplace through proactive hazard identification, risk assessment, monitoring and continual improvement to ensure effectiveness.
- Ensure all managers, supervisors and workers are aware of and accept their responsibilities to provide and maintain a safe and healthy workplace.
- Comply with all applicable regulatory requirements.
- Strive to continuously improve by setting health and safety objectives, plans and performance measures and regularly reviewing progress against the targets set.
- Fully engage all our workers in our Health and Safety management through ongoing consultation, active contribution, and regular review and improvement of this system.
- Ensure all incidents are promptly and accurately reported, investigated to identify root causes, and initiate steps are taken to close any gaps and improve processes.
- Where illness or injury occurs because of an incident, help our workers to achieve full recovery through prompt treatment, active rehabilitation and wherever possible an early return to work.

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Policy Review Date - June 2024



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