

OCCUPATIONAL HEALTH & SAFETY POLICY

- Mantu considers the prevention and the protection of occupational health and safety (OHS) of its employees, contractors and visitors to be an **essential value that must be inscribed daily and permanently in peoples' minds**. Developing a preventive OHS culture should therefore be a priority for all.
- Mantu supports its clients in important phases of change and progress. This support must be embedded in a strong **OH&S culture**, in addition to the values we advocate, which are: commitment, boldness, independence, performance and trust.
- Management at its highest level wants to make it a point of honor to provide safe and healthy working conditions and to protect its employees, contractors and visitor from occupational diseases and accidents.
- In this respect, it takes the following commitments and requests all its employees, contractors and visitors to act accordingly:
 - **Provide a positive safety culture** in which every employee, contractor and visitor feels free to speak up about non-conformances, undesirable or unsafe situations or any other OHS related issue.
 - Have a **risk-based process** in place for the identification, classification, prioritization and control of **hazards and risks associated with its activities**.
 - Eliminate Hazards and reduce the identified OH&S risks by **adhering to the principles of prevention**.
 - Provide all employees, contractors and visitors with **relevant information, operational controls and regular training on OHS requirements** to enable them to conduct their activities safely.
 - **Consult and collaborate** with employees and/or their representatives and other stakeholders on OHS matters.
 - **Limit the use of temporary staff**.
 - **Emphasize the use of subcontractors** with an equivalent level of OH&S management.
 - Find out about **the regulations in force, verify compliance** with these regulations and implement the necessary actions to ensure compliance.
 - Regularly **measure its performance in OHS management and adjust the objectives**, targets and actions of the management system accordingly.
- The management of Mantu also undertakes to regularly update this policy in the light of changes in its activities and the achievement of its objectives.

