

Health and Safety Policy – Optima Investments and Subsidiary Companies

The Optima Investments Group Health and Safety policy forms part of our overarching Corporate Responsibility governance and demonstrates our commitment to providing a safe and healthy workplace for all workers and stakeholders. This policy is implemented in accordance with the Health and Safety at Work Act 2015 and is aligned with the principles and requirements of ISO 45001:2018, supporting our systematic approach to managing risks and continuously improving health and safety performance.

All workers at Optima Investments Group share responsibility for the implementation of this policy by actively contributing to a culture of continuous improvement in all aspects of our ISO 45001:2018 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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