

Health and Safety Policy

1. Introduction

At Beamonics, we are committed to ensuring a safe and healthy work environment for all employees, contractors, visitors, and stakeholders. This Health and Safety Policy outlines our commitment to compliance with all relevant health and safety regulations, including the European Sustainability Reporting Standards (ESRS) and the Corporate Sustainability Reporting Directive (CSRD).

2. Objectives

- To prevent workplace injuries and illnesses.
- To promote the health, safety, and wellbeing of all employees.
- To ensure compliance with ESRS and CSRD health and safety requirements.
- To foster a safety culture through education, training, and continuous improvement.

3. Scope

This policy applies to all employees, contractors, visitors, and stakeholders at all Beamonics locations and work environments, including remote and off-site work.

4. Workplace Safety Standards

4.1 General Safety Requirements

- Compliance with all relevant local, national, and international health and safety laws and regulations.
- Regular risk assessments to identify and mitigate potential hazards.
- Provision and maintenance of safe equipment and tools.
- Ensuring that workspaces are clean, tidy, and free from obstructions.
- Implementation of proper signage and labeling for hazardous materials and conditions.
- Personal Protective Equipment (PPE) must be provided and used where necessary.

4.2 Training and Awareness

- Mandatory health and safety training for all new employees.
- Regular refresher training sessions for existing employees.
- Specialized training for roles with specific health and safety risks.
- Clear communication of health and safety policies and procedures.

4.3 Responsibilities

- Management: Ensure the implementation and enforcement of health and safety policies and procedures.
- Employees: Comply with all health and safety policies and procedures, report hazards, and participate in safety training.
- Health and Safety Officer: Oversee all aspects of workplace health and safety, conduct inspections, and ensure compliance with regulations.

5. Emergency Preparedness and Response

5.1 Emergency Procedures

- Development of comprehensive emergency response plans for various scenarios (e.g., fire, medical emergencies, natural disasters).
- Regular drills and training sessions for emergency response.
- Clear communication of emergency procedures to all employees.

5.2 First Aid and Medical Assistance

- Availability of first aid kits at strategic locations.
- Training for designated first aid responders.
- Procedures for contacting emergency medical services.

5.3 Evacuation Plans

- Clearly marked evacuation routes and exits.
- Regularly scheduled evacuation drills.
- Designation of assembly points and roll-call procedures to ensure all individuals are accounted for.

6. Health and Wellbeing Programs

6.1 Health Promotion

- Programs and initiatives to promote physical and mental wellbeing.
- Access to resources and support for managing stress, mental health, and work-life balance.
- Encouragement of healthy lifestyle choices through information and activities.

6.2 Occupational Health Services

- Access to occupational health services for health assessments and support.
- Confidentiality and privacy in handling health-related information.

6.3 Ergonomics

- Assessment and improvement of workstations and work environments to prevent musculoskeletal disorders.
- Training in proper ergonomics and posture.

7. Incident Reporting and Investigation

7.1 Reporting Procedures

- Immediate reporting of all accidents, incidents, and near-misses.
- Accessible and straightforward reporting systems.
- Anonymous reporting options for employees.

7.2 Investigation

- Thorough investigation of all incidents to determine root causes.
- Documentation of investigation findings and corrective actions.
- Regular review of incident trends to identify areas for improvement.

7.3 Corrective and Preventive Actions

- Implementation of corrective actions to prevent recurrence of incidents.
- Monitoring the effectiveness of corrective actions.
- Development of preventive measures to address identified risks.

8. Monitoring and Review

8.1 Continuous Improvement

- Regular review and update of health and safety policies and procedures.
- Continuous monitoring of health and safety performance through audits and inspections.
- Employee feedback and suggestions for improvement.

8.2 Compliance and Reporting

- Compliance with ESRS and CSRD reporting requirements.
- Transparent reporting of health and safety performance to stakeholders.
- Documentation and retention of health and safety records.

9. Conclusion

Beamonics is dedicated to fostering a culture of health and safety that aligns with our corporate values and regulatory obligations. By adhering to this Health and Safety Policy, we aim to protect our employees, enhance our business performance, and contribute positively to society.