

PURPOSE & SCOPE

Matelec is committed to providing a safe and healthy working environment for all employees, contractors, and visitors through the prevention of risk, accidents, injuries, and ill-health.

This policy is an integral part of Matelec's commitment to health and safety and is embedded in all strategies, processes, and projects. It applies to all branches, employees, directors and board members.

PRINCIPLES

Matelec commits to prioritizing quality, health and safety issues in the planning and execution of all work activities.

Its quality, health and safety policy is based on the following principles:

1. Compliance with applicable health and safety laws and regulations:

We will comply with all applicable quality, health and safety laws and regulations, including national voluntary commitments.

2. Protection and safety of staff: We believe most injuries and occupational illnesses, as well as safety and environmental incidents are preventable, and our goal is to reduce them to an absolute minimum. We will take steps to identify and assess all potential occupational hazards and risks and take steps to eliminate or control them. We will promote a healthy working environment and ensure employee health through the prevention and early detection of diseases, and treatment of work-related injuries and illnesses.

3. Continual Improvement: We will continually review the efficiency and effectiveness of our health and safety management systems and strive to improve our performance over time. We will establish appropriate health and safety objectives and performance indicators to guide these efforts and measure our progress.

4. Employee Training and Awareness: We will provide training and education to our employees to raise awareness about health and safety issues and encourage a responsible culture of both on and off the job.



5. Communication and Collaboration: We will communicate transparently and engage with stakeholders, including customers, suppliers, and the community, to foster collaboration in promoting healthy and safe working environments.

OBJECTIVES

Matelec's health, and safety principles are operationalized through the following objectives:

- 1. Implementing an internationally recognized health and safety management system:** We will maintain ISO 45001 certification across all our operations annually.
- 2. Complying with all applicable legislation, regulations, and international industry standards** related to health and safety.
- 3. Identifying and assessing all potential hazards and risks** in the workplace and taking steps to eliminate or control them.
- 4. Providing appropriate personal protective equipment (PPE)** and ensuring that it is effectively use, maintained, and stored. Safety signs are posted around the premises and in hazardous areas where needed.
- 5. Providing regular training and information** to all employees, contractors, and visitors on health and safety issues relevant to their work activities. Disseminating awareness campaigns to ensure employees regularly have access to health and safety procedures.
- 6. Ensuring that all equipment and machinery is properly maintained** and serviced to minimize the risk of accidents and breakdowns.
- 7. Establishing emergency procedures and conducting regular drills** to ensure that all employees, contractors, and visitors know what to do and act swiftly in the event of an emergency (for example, responding to fires, earthquakes, and chemical spills). Guidelines and leaflets on the emergency procedures will be easily accessible to all staff.
- 8. Implementing a system for tracking and reporting health and safety metrics to management,** including recordable injury rates and other key performance indicators. Reviewing all work-related illnesses, incidents, accidents, and near misses to identify the causes and take corrective action to prevent recurrence.



9. Promoting a culture of health and safety awareness,

encouraging all employees, contractors, and visitors to take an active role in maintaining a safe working environment.

1. An internally appointed Health and Safety Committee responsible for carrying out the company's health and safety objectives.
2. A Safety Implementation Team to oversee the delivery of training programs and conduct field safety walks control implementation.
3. The Safety Incentive Program to encourage staff to include health and safety as part of their yearly objectives.

MONITORING, COMPLIANCE & REVIEW

In addition to the control measures implemented to ensure the proper management of health and safety risks and impacts within the company, it is the duty of every employee to play a role in the continuous improvement of our risk management system by facilitating the identification and resolution of health or safety-related incidents throughout our direct operations.

Employees may raise health or safety-related alerts to report to a superior within the company any event that may constitute a serious violation of this policy, international conventions, Lebanese law, or, more broadly, any applicable regulations or through the company's Grievance Policy and Procedure.

This policy will be formally reviewed annually—or more frequently if required by changes in law, regulation, or the company's risk profile. The review will be conducted by the Corporate Operations Division in coordination with relevant business units and senior management. Updates or enhancements will be communicated promptly to all employees. Each review cycle will also evaluate the effectiveness of existing controls, training programs, and reporting mechanisms to ensure continuous improvement.

Sami Souhayer

Chief Executive Officer