



Health & Safety Policy

Version 2023

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As a Group, we strive to continuously improve working conditions to provide safe and healthy workplaces, take all measures to reduce to as low as reasonably practicable the risk of work-related injury and promote a healthy and safe working environment, including through ongoing investment in training, education, and technology.

As a socially responsible Group, DITH promotes health and safety in the workplace and in our direct sphere of influence.

In particular, we make every effort to:

- Comply with all local applicable health and safety legislations and sector-specific regulations.
- Promote health and wellbeing of our staff.
- Engage employees to increase their awareness of aspects concerning health and well-being.
- Perform regular incident analysis and prevention and risk assessments to identify hazards, risks and initiate controls to mitigate or identify unsafe work procedures or inadequate working conditions, this all with a view to reducing to as low as reasonably practicable the possibility of accidents at work.
- Encourage safety leadership. In this regard we provide all employees with relevant information regarding health and safety, sharing good practices, training, and supervision necessary to enable them to lead by example and develop a positive health and safety culture throughout all areas of the Group's activities.
- Support a safe work culture by ensuring that health and safety responsibilities and accountabilities are clearly defined throughout the Group and endeavouring to provide safe and healthy working environment.

This Policy applies to all entities within the DITH Group and will be made available to all employees who are expected to participate in the implementation of this policy.

This Policy is supplemental to and not in substitution of the detailed health and safety policies and procedures that are adopted and maintained to the highest level in our operating facilities.

This Policy has been endorsed by our main Board and Management. It will be reviewed on a regular basis to ensure that our policies and principles with regard to health and safety meet changing needs and circumstances.