

Policy

Health and Safety Policy

Welltec is committed to developing, implementing and continually improving effective occupational health and safety systems, standards and practices appropriate to the risks associated with our business activities. Our objective is to provide and maintain a safe and healthy working environment and to minimise risks to employees, contractors, visitors and others affected by our operations, while fulfilling applicable statutory, regulatory and customer requirements. Welltec considers effective health and safety management to be fundamental to responsible operations and sound business performance.

OUR AMBITION

- Consider Health and Safety as strategic drivers and core business values.
- Provide a safe and healthy work place free from harm for all employees and contractors
- Include Health and Safety as a natural part of all decision making
- Improve our Health and Safety performance by continually monitoring and reviewing our goals and objectives, at all levels of the company
- Create a culture of learning and practicing Health and Safety procedures and standards

HOW TO ACHIEVE OUR AMBITION

- Taking responsibility for the health and safety of ourselves and others.
- Building a culture of ownership, openness and continuous improvement
- Implementing processes that enable knowledge sharing, measurement and analysis of trends and root causes
- Encouraging employees to stop unsafe acts and activities
- Strengthening of the HSE Organization globally

This Health and Safety Policy is established and maintained as part of Welltec's Integrated Management System and supports the requirements of ISO 45001, in alignment with ISO 9001 and ISO 14001. The policy is aligned with Welltec's Code of Conduct. Health and safety objectives, targets and key performance indicators are defined, monitored and reviewed in accordance with Welltec's objectives and KPI framework. Top Management is responsible for approving the policy and ensuring it is implemented, communicated and reviewed periodically.

Date: June 2026



Peter Hansen, CEO
For and on behalf of Welltec