HEALTH AND SAFETY POLICY

Introduction

STARTEAM GLOBAL is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health across all operations under its control. Occupational health and safety is an integral part of our business performance, operational excellence, and responsible corporate governance.

As a global organisation, we recognise our responsibility to identify hazards, eliminate hazards where reasonably practicable, reduce occupational health and safety risks, comply with applicable legal and other requirements, and continually improve our health and safety management practices. This Policy supports a consistent group-wide approach while recognising that local sites may implement additional procedures and controls based on their specific legal and operational requirements.

STARTEAM GLOBAL aligns its occupational health and safety management approach with internationally recognised standards, including the principles of ISO 45001.

Scope

This Policy applies to STARTEAM GLOBAL and all entities, sites, and activities under its operational control. It applies to all directors, employees, temporary workers, contractors, and, where relevant, authorised visitors. The Policy is supported by local rules, procedures, risk assessments, training, and emergency arrangements.

Our Commitment

The company is fully committed to ensuring a safe and healthy environment on its premises. To do so, the company will take all necessary and possible measures to remove any hazards or risks. Further, the company will ensure that all its operations are carried out safely and do not pose any danger to either the workers are authorized visitors.

STARTEAM GLOBAL is committed to:

- providing leadership, accountability, and adequate resources to maintain effective occupational health and safety management;
- integrating health and safety considerations into business processes, operational planning, procurement, and change management;
- complying with applicable occupational health and safety laws, regulations, and other binding obligations;

Risk Management and Prevention

- identifying hazards, assessing risks and opportunities, and implementing controls in accordance with the hierarchy of controls (elimination, substitution, engineering controls, administrative controls, and personal protective equipment);

- providing and maintaining safe workplaces, safe equipment, and safe systems of work, and adequate welfare arrangements;
- managing occupational health risks arising from physical, chemical, biological, ergonomic, and psychosocial factors, including those related to machinery, chemicals, dust, fumes, noise, heat, manual handling, repetitive work, workplace ergonomics, stress, fatigue, workload, and other physical, chemical, or organisational hazards relevant to our operations;

Workplace Safety and Health

- ensuring appropriate machine safeguarding, maintenance, and workplace controls;
- providing suitable personal protective equipment and ensuring its proper use;
- promoting employee wellbeing, including mental health awareness and support measures where feasible;

Competence and Engagement

- providing relevant health and safety information, instruction, training, and supervision, and awareness to enable safe working practices;
- consulting with and enabling participation of workers and, where relevant, worker representatives in hazard identification, risk assessment, incident investigation, and health and safety improvements;
- encouraging the prompt reporting of hazards, near misses, incidents, illnesses, and unsafe conditions without fear of retaliation;

Incident Management

- reporting, investigating, and learning from incidents, near misses, and occupational illnesses;
- implementing timely corrective and preventive actions;

Emergency Preparedness

- establishing, maintaining, and periodically testing emergency preparedness and response arrangements, including evacuation, fire safety, chemical incidents, and medical response measures;

Contractors and Supply Chain

- managing health and safety risks relating to contractors, temporary workers, and outsourced activities;
- incorporating health and safety criteria into contractor and supplier selection, evaluation, and monitoring processes;

Continuous Improvement

- promoting a positive safety culture based on responsibility, awareness, and cooperation;
- monitoring performance and continuously improving health and safety practices and outcomes.

Health & Safety Objectives and Targets

STARTEAM GLOBAL establishes measurable objectives to drive continuous improvement and align with international best practice.

Lagging Indicators

- Zero work-related fatalities (ongoing objective)
- Lost Time Injury Rate (LTIR) below 0.5 by 2028 (2024 baseline alignment)
- Year-on-year reduction in Total Recordable Injury Rate (TRIR)
- 100% reporting of recordable incidents within defined timelines
- 100% completion of incident investigations for recordable cases

Leading Indicators

- ≥90% completion of mandatory health and safety training
- ≥70% of corrective actions implemented within agreed timelines
- ≥1 near-miss or safety observations reported per employee per year (where applicable)
- ≥90% completion of risk assessments for all operational activities
- At least one emergency drill conducted per site annually

Progress against these objectives is monitored regularly and reviewed by management.

Worker Responsibilities

All workers are expected to:

- follow applicable health and safety procedures, instructions, and training;
- use equipment, tools, and personal protective equipment correctly and as intended;
- promptly report hazards, near misses, incidents, injuries, illnesses, and unsafe conditions;
- immediately stop or escalate work that presents an imminent and serious risk, where permitted by applicable law and internal procedures;
- cooperate in investigations, corrective actions, drills, audits, and preventive measures;
- take reasonable care for their own health and safety and that of others who may be affected by their acts or omissions;
- contribute to a respectful and positive safety culture through active participation, awareness, and responsible behaviour.

Management Responsibilities

Managers and supervisors are responsible for:

- implementing this Policy within their areas of responsibility;
- ensuring risks are assessed and effectively controlled;
- providing appropriate training and supervision;
- ensuring incidents are reported, investigated, and addressed;
- monitoring health and safety performance against defined KPIs.

Performance Monitoring and Reporting

STARTEAM GLOBAL monitors health and safety performance through defined key performance indicators, audits, inspections, and management reviews.

- Performance is reviewed regularly by senior management and relevant governance bodies;
- Results are incorporated into internal reporting and external sustainability disclosures;
- Continuous improvement actions are tracked and implemented.

Contractor and Visitor Expectations

Health and safety requirements are integrated into contractor and supplier selection, evaluation, and performance monitoring processes. Contractors and visitors are required to comply with applicable site-specific health and safety rules and instructions while on STARTEAM GLOBAL premises or when performing activities under its control. Contractors must manage their work in a manner that does not endanger themselves or others and cooperate with STARTEAM GLOBAL in the effective coordination of health and safety measures.

Governance and Review

Overall accountability for this Policy rests with top management. The implementation of this Policy is supported by appropriate management structures and aligned with STARTEAM GLOBAL's broader sustainability governance framework.

This Policy shall be reviewed at least annually and updated as necessary to reflect changes in legal requirements, organisational structure, operational risks, and recognised best practices.

STARTEAM GLOBAL expects all persons covered by this Policy to support its effective implementation and to contribute to a safe, healthy, and prevention-focused working environment across its global operations.

Commitment

STARTEAM GLOBAL expects all persons covered by this Policy to support its effective implementation and to contribute to a safe, healthy, and prevention-focused working environment across global operations.