

## Pexip Health and Safety Policy

Pexip works systematically to take care of our employees' health, safety and wellbeing. Although our business is not one traditionally associated with serious health and safety risks, we are alert to the potential for problems to arise through long days in front of screens and isolation from the office environment. For this reason, Pexip aims to operate our business in a manner that is designed to protect the health, safety and wellbeing of our employees and customers.

This policy applies to everyone at Pexip and its subsidiaries and we expect this policy to be followed by our contractors, temporary personnel, and those who act on behalf of or represent us and third-party personnel, throughout our value chain.

Our health and safety principles are:

- That health, safety and wellbeing come before profit
- To take health, safety and wellbeing as serious in the home office as we do in our own offices
- Work related illnesses and accidents are unacceptable and should be prevented at all times.
- To achieve the highest achievable level of health and safety, we consider regulatory requirements to be a minimum.

To achieve our health and safety principles, we will:

- Ensure all our employees are made aware of this policy and expect contractors and third parties to make their own employees aware of this policy.
- Create and maintain a safe and healthy working environment, both in the office and at home
- Ensure that we comply with all relevant ISO standards.
- Encourage the use of ergonomic equipment where appropriate.
- Establish procedures to allow breaches of health and safety to be reported as quickly as possible and appropriate remedies granted.

The Chief People Officer takes ownership of this policy and has responsibility for its implementation. This policy will be reviewed every year.

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