

## HEALTH, SAFETY AND ENVIRONMENT POLICY

At Electra, we are committed to the health, safety, and well-being of our employees, clients, stakeholders, and all individuals involved that may be affected due to our operations. Simultaneously, we recognize the importance of environmental stewardship and minimizing our environmental impacts. This integrated policy encompasses both aspects and guides our organization toward achieving excellence in occupational health, safety, and environmental performance.

**Accident Prevention:** Our aim is to achieve a zero-accident at the workplace. We will take every possible step to eliminate accidents from our business operations and work locations.

**Pollution Prevention:** We will take proactive measures to prevent pollution and minimize adverse impacts on the environment arising from our operations.

**Root Cause Analysis:** In the event of an accident, we will conduct thorough investigations to identify the root causes and learn from them. This knowledge will guide us in preventing similar incidents in the future and promoting best practices.

**Health Risk Assessment:** We will assess health risks and environmental aspects and impacts to inform our workforce of potential risks relevant to their work. Our goal is to prevent, reduce, or control these risks to acceptable levels and minimize potential work-related ill health and environmental damage.

**Safe Working Environment:** Electra ensures that all employees and individuals involved in our operations have a safe working environment. Leaders will foster an open, fair, and just culture that prioritizes safety and environmental protection.

**Training and Competency:** All members will receive appropriate training and competency assessments before commencing work to ensure their knowledge and capabilities are aligned with occupational health and safety requirements.

**Compliance Obligations:** Electra will comply with applicable Health Safety and Environmental legal requirements, industrial standards, and other requirements. We will also enhance awareness among our staff, suppliers, and contractors regarding relevant health, safety, environmental, and other requirements.

**Continual Improvement:** We are dedicated to continuously improving health, safety, and the environment across our organization. We will identify areas for improvement and implement effective measures to enhance our health, safety, and environmental management system in accordance with ISO 45001:2018 and ISO1400:2015.

We will ensure to establish and implement a process for consultation and participation of workers. We will constantly encourage, develop, review, and share health, safety and environmental Good Practices both internally and externally.

With Health, Safety and Environmental integrating policies, Electra underscores its holistic commitment to the health, safety, and well-being of its stakeholders and the environment. This approach reflects our dedication to responsible business practices and sustainable operations, making us a leader in occupational health, safety, and environmental stewardship within the events, exhibitions, and fit-out industry.

**Benoit Honnart**  
**Chief Executive Officer**



**Note:** This policy is communicated to all employees, and appropriately available, and the other interested parties concerned including the public/community. It is a requirement of our HSE Management System that all employees always understand their responsibilities and work to achieve HSE objectives in a safe, effective, and professional manner.