

Health and Safety Policy

We are committed to striving towards zero harm and carrying out all our business activities in a sustainable manner by:

- providing a healthy and safe workplace for all employees at our company
- engaging with our staff frequently to ensure that health and safety remains top of mind at all times
- pursuing continuous improvement in all aspects of our business.

To achieve health and safety performance consistent with this policy, the company ensures as a minimum that it meets all its obligations and is proactive in adopting the following principles.

This Policy is approved by the Management.

Planning:

1. Include health and safety considerations in all our decision-making.
2. Provide adequate resources, equipment and training for employees at all levels to fulfil their responsibilities in relation to health and safety work practices and activities.
3. Implement systems, standards and processes, including a comprehensive risk register, to enable all activities to be carried out in a safe and healthy manner.
4. Ensure compliance with applicable legislation and regulations.

Practices - To incorporate health and safety protocols in everything we do, we will:

1. Assess the health and safety impacts of all activities.
2. Engage managers and supervisors to adopt, display and actively set examples of safe and healthy work practices.
3. Identify and report workplace hazards and incidents and take proactive action to mitigate potential incidents to people, property and the environment.
4. Report to the Management serious workplace hazards, reportable incidents, and corrective/preventative actions taken.
5. Abide by all applicable laws, regulations, codes of practice and standards.
6. Monitor health and safety performance in accordance with the company's requirements.
7. Maintain emergency, fire protection and security systems and facilities to protect people, environment and property.
8. Continuously improve the company's health and safety outcomes.

People - We will:

1. Provide our people with training and development opportunities to ensure that every activity is carried out in accordance with the company's health and safety requirements.
2. Communicate with relevant key stakeholders in relation to the company's activities.
3. Ensure employees who work at company facilities operate in a manner that fulfils the organization's obligations and requirements.

We will also adopt the following key essential principles in operating the company in a safe and healthy manner:

Strong and active leadership from the top:

- visible, active commitment from senior management and the CEO establishing effective communication systems and management structure
- integration of sound health and safety management with business decisions.



Employee involvement:

- engaging the workforce in the promotion and achievement of safe and healthy conditions
- effective communication
- providing/participating in quality training and development.

Workplace health and safety will remain our first priority in everything we do, and we will ensure that all employees, managers and the Board are actively engaged in this ideal.

Zug, 10. May, 2019



SENIS AG
S. Spasic, CEO

