

▶ Safety and wellness Policy

Up Technologies



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APPROBATION

Pilote du processus

NOM : Alexandra BERGIER

Date : 25/10/2023

Signature :

VERIFICATION

Responsable du processus

NOM : Guillaume FERRIER

Date : 25/10/2023

Signature :

Beliefs and Vision

- ▶ Safety is Up Technologies's #1 priority and we have a vision of zero work-related accidents. Our beliefs Curiosity, Passion for Excellence, and Bold Honesty drive transparency and prevent accidents in our daily work. We encourage respect, openness, and dedication to continuous improvements.
- ▶ At Up Technologies, we integrate safety and wellness in the management of its business in order to prevent accidents and to protect people at work.
- ▶ We believe in healthy work-life balance, emphasizing employee engagement, working together, and having clear expectations. We place great value in being trusted by our employees and we seek to create a workplace where all employees feel safe, motivated, and appreciated.



Strategy and Implementation

At Up Technologies, we genuinely care for one another's safety and well-being. Our team is dedicated to fostering a culture where every employee is empowered to be the architect of our success. We recognize the connection between a safe and healthy workplace and the sustainable success of our company.

We provide appropriate training in Safety and Wellness, so that all employees can apply this policy in their daily work. All employees are responsible for complying with our Safety and Wellness policy and each Manager has operational responsibility for performance and implementation of the Up Technologies Safety and Wellness Policy.

Continuous Improvement

- ▶ All employees, contractors and visitors share responsibility for improving our work environment. We encourage collaboration and sharing best practices to continuously improve our safety and wellness-focused culture. Everyone is also invited to identify risks and report them to the management for improvements and follow-up.

Health and Safety Management System

- ▶ We believe that through our everyday behavior we deliver on our commitment to providing a safe and healthy work environment. We have implemented a comprehensive Health and Safety Management System which engages all employees and it guides us in our everyday actions.
- ▶ We have established, and we proactively promote standards internally to protect the health, safety and well-being of our employees.
- ▶ We require and empower all employees to work in compliance with applicable laws, Up Technologies standards, and our Code of Ethics.

Performance

- ▶ Safety and Wellness is part of our daily lives for our employees and managers and is always a priority in our decisions. Each business unit and function is responsible for the accuracy of the reported information.
- ▶ Key performance indicators will be tracked by the Health & Safety manager and assessed by each manager up to the Executive Management Team. Up Technologies reports the progress of its safety and wellness performance annually in its Sustainability Report