

# GROUP HEALTH AND SAFETY POLICY

GVS is a Company that offers innovative products and solutions with high technological content in critical markets and applications with high performance requirements for the safety and comfort of the user. All this whilst exceeding the expectations of our interested parties and making GVS the partner of choice through innovation, Health & Safety management system excellence, regulatory compliance, and a high level of customer care.

We understand that all Industrial manufacturing activities have the potential to affect the Health and Safety of employees, contractors, customers, suppliers and the public. Therefore, In accordance with the requirements of ISO 45001:2018 and other relevant local health & safety at work legislation, the company will as far as reasonably practicably make all necessary arrangements to provide;

- The elimination of hazards and the reduction of OH&S risks
- The consultation and participation of employees and others working on its behalf and their representatives
- The safe provision and maintenance of plant, equipment and procedures.
- Assessment of all work activities and through risk assessment and implementation of control measures, to enable safe systems of work.
- Arrangements for the safe use, handling, storage and transport of articles and substances
- Information, training, instruction and supervision to maintain a safe, healthy working environment.
- Establish and maintain a suitable, safe and healthy work environment and ensure adequate welfare arrangements
- Involvement of suppliers of goods and services in the common goal of improving the health and safety of operators
- Working within a continuous improvement cycle to monitor all systems and procedures.

GVS will also ensure that the policy is understood, implemented and maintained by all employees, and inform all employees and contractors of the potential effects of their activities, the control measures implemented and the employee's obligation to prevent or reduce these effects.

As part of the company management system resources inclusive of finances, time, competences are given equal priority within the business, distribution of cost and time with regards to Health, Safety, welfare are prioritised to enable the company to conduct all activities in such a way as to prevent injuries and ill health to employees, customers, and members of the public and minimise risk of incidents including property damage, fire, pollution and security.

The company provides appropriate training and development for all employees to ensure they are competent to carry out their present and future functions. We operate continual improvement in all areas of Health and Safety to prevent injury, and loss in both material and financial terms.

The Health & Safety Management System and objectives will be subject to monitoring as part of the Management Review process to ensure that we meet the needs and expectations of interested parties and adequate resources are provided to achieve compliance.

GVS will ensure the Health & Safety Management Systems are available to all employees in the appropriate format to suit their needs.



## Scope of application

This Policy applies to all companies of the Group and is addressed to all employees and contractors.

## Governance

Responsibility for implementing and communicating the principles articulated in this Policy rests with the Chief Executive Officer or their appointed representative. This duty is then cascaded to encompass all of the GVS Group companies.

## Review mechanisms

This Policy is subject to a review mechanism ensuring updates occur whenever there is a substantial change in its contents, and at a minimum, every two years. The responsibility for overseeing this review process lies with the Corporate Quality & Regulatory Director and Chief Executive Officer.

Zola Predosa, 09/02/2026

The Management

