

August 2021

Foamotive Health and Safety Policy

Foamotive employees are our most valued resource. Therefore, Foamotive is committed to safeguarding our employee's health and safety, ensuring that at the end of the day, each and every employee will return home in good health.

This policy refers to any type of risk arising from company activities that can affect safety and health of all employees.

- ✓ **Foamotive will actively pursue the goal of “zero” accidents and “zero” absence due to safety events.**
- ✓ Health and safety issues are of equal importance to production and quality assurance of our products, but with safety at the forefront as is company duty and responsibility to look after the employee's protection.
- ✓ Foamotive management will provide a safe and healthy environment for employees-
- ✓ Managers and employees are equally responsible for the prevention of incidents and accidents in the plant by promoting safe behavior and setting a personal example for others.
- ✓ Foamotive will act to prevent occurrence of any safety issue which could cause an accident, incident or professional disease.
- ✓ In case of doubt of a health or safety risk, the work will not be done until proof can be provided to perform the task safely and at relatively low risk.
- ✓ Removal of safety hazards and implementation of necessary improvements will be conducted on a set and ongoing basis, based upon risk levels, standards required by law and instructions of the professional authorities.

To promote this policy, the Foamotive Management will:

- ✓ Ensure that all employees understand the safety instructions.
- ✓ Train employees how to complete tasks in the safest manner possible.
- ✓ Implement safe work methods, throughout the plant, including an ergonomically adapted work environment whenever possible.
- ✓ Supply employees with equipment, tools, and instruments that are in good working condition and well-suited for the task at hand.
- ✓ Supply each employee with Personal Protective Equipment as required by law.

- ✓ Establish a safety committee and appoint safety trustees for Foamotive.
- ✓ Establish an emergency plan that can respond to events that could happen on site (natural disaster, fire, chemical event, pandemic).
- ✓ Identify safety hazards in all plant departments and ascertain that every impediment has been repaired (Safety review).
- ✓ Give precedence for repair and removal of safety hazards.
- ✓ Take the necessary enforcement steps to uphold company policy (including disciplinary measures if needed).
- ✓ Define level of responsibility for each management level with regard to identification and removal of safety hazards; each management level will be responsible for the level below and must report to the level above. To ensure adequate preparedness at the required moment
- ✓ Implement every means necessary to ensure the health and safety of the company's employees.
- ✓ Encourage and appreciate company employees who actively work to promote health and safety, so that their behavior will be an example for others to imitate and respect.
- ✓ Allocate appropriate resources to create the conditions required for effective implementation of this policy.

Confirmed by: Ronen Rivlin COO