

OCCUPATIONAL HEALTH & SAFETY POLICY

GLOBALSAT is committed to ensuring optimal Health and Safety conditions staff something which is its primary goal. Recognizing that the human potential is its most important and valuable capital, the Company provides all the necessary means for ensuring a healthy and safe working environment, developing and implementing practices and systems adapted to the risks associated with its business activities.

The successful implementation of our policy is the responsibility of all employees regardless of job they perform or the position they hold in the organizational structure.

The Company's Policy for the Health and Safety of its staff is:

- To provide the appropriate working environment and safe working conditions to avoid occupational injuries and diseases
- To provide the framework for setting goals and objectives for health and employee safety
- Monitor and implement regulatory and legislative requirements relevant to the health and safety of employees
- Take all necessary measures to prevent, reduce and eliminate risks and threats to health and safety in the Company's premises
- Pursue the continuous improvement of procedures, work instructions and Health & safety applied to workplaces
- To encourage consultation with employees and their participation in the issues at hand on health and safety at work
- Pursue the continuous improvement of the Company's performance in the implementation of the Health & Safety System
- To implement a program of continuous training of the staff regarding Health & Safety and good practices (use of PPE etc.)
- Have resources to ensure a safe work environment

To achieve the above objectives, GLOBALSAT:

- Has adopted a Health & Safety Management System according to the ISO 45001:2018 standard, which is applied to all its activities
- Identifies, assesses and minimizes the risks associated with the activities that may cause injury or illness
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- Encourages employee participation in identification, evaluation and elimination or containment of workplace hazards
- Provides training and supervision on health and safety issues such as safe work emergency practices and procedures, in order to fully understand the work risks from employees
- Ensures that all employees, visitors and other exposed people are informed and have understood and apply the Company's Safety Guidelines in the workplace
- It ensures the financial resources for the implementation and continuous improvement of the System Health & Safety implemented by the company
- Implements analysis and evaluation procedures for all accidents and incidents that related to workplace safety

The continuous improvement of the operation and efficiency of the Health Management System & Security as well as compliance with the applicable regulatory and legislative requirements for the health and safety, are a commitment of the Company's Management and is based on active participation and support of all its employees. The H&A Policy established by the Company has been made known to all employees and fulfilling it is its daily concern.

GROUP MANAGEMENT
