



LHE Health & Safety Policy

LHE is committed to providing a healthy, safe, and attractive work environment for our employees, as well as anyone working on our behalf. A safe and healthy work environment is essential for the safety of our people and for our business success.

Our vision: "We Return Home Safely. Every day!"

We take an inclusive, risk-based approach to Occupational Health and Safety (OHS) to avoid incidents and prevent work-related hazards to our employees. Our aim is to create a safety culture based on our value of caring.

Our shared responsibility

LHE is responsible for providing a safe workplace for all employees and anyone working on behalf of the company. Caring for health and safety requires that all employees take responsibility for their own behavior to protect themselves and others from any health and safety risks that may arise in the workplace, at LHE's premises, customer sites or third-party locations. Leaders are expected to act as role-models and promote safe behavior.

We are committed to:

- A zero-accident target linked to the Health & Safety vision.
- Following the directives in the Health & Safety Manual and directives.
- Providing resources needed to establish, implement, maintain, and continuously improve the Occupational Health and Safety management system, including the Health & Safety Manual.
- Continuously monitoring the H&S performance, ensuring that incidents and hazards are identified, reported, and thoroughly investigated and that firm actions and corrective measures are implemented when deviations arise.
- Mitigating all relevant hazards in the work environment by following the hierarchy of control.
- Promoting the expectations of participation in the company's health and safety program for all employees, contractors, suppliers, visitors, and other people at our workplaces.
- Providing employees with training on health and safety requirements relevant to their work.
- Being a truly diverse and inclusive workplace based on care, involvement, and empowerment free of harassment and discrimination.
- Developing a Health & Safety culture in which we help each other by challenging unsafe behavior in a fair and just manner and reinforcing safe behavior.

Compliance

LHE will as a minimum comply with applicable local and international legislation, rules, regulations, and corporate guidelines. The health and safety performance is monitored and measured using an Occupational Health and Safety management system.

Responsibilities and application

The application of this Health & Safety policy is a line management responsibility and is communicated to employees through training and internal communication channels. LHE's Health & Safety policy and directives apply to all employees and anyone working on our behalf on our premises or at locations where work is performed on behalf of LHE.

Transparency

We are committed to being transparent about our Health & Safety performance and listening to stakeholder concerns. The whistle-blower functionality can be used to report breaches.

HagBum Kim

CEO,
LHE