

## **SAFETY, HEALTH AND ENVIRONMENT POLICY**

Pascal Auto Solutions is committed to the health and safety of our employees and the protection of the environment. Effective Health, Safety, and Environmental (HSE) protection in our business is every employee's responsibility for every activity that is conducted in our workplace or while at client facilities.

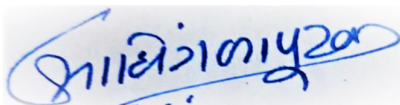
Pascal Auto's HSE policy comprises several foundational commitments.

- Compliance with all regulations and contractual obligations governing HSE requirements at our workplaces
- Expedient action to correct or isolate unsafe conditions or work practices
- Employee accountability for role-related HSE requirements
- Reasonable effort to assure that employees can accomplish assigned tasks safely and with no harm to the person or environment
- Activities to enhance workers' awareness and participation of HSE requirements
- Ongoing monitoring and improvement of the HSE management system

As an employer, Pascal Auto Solutions recognizes, understands and accepts its responsibility for the health and safety of its employees in the workplace. Pascal Auto Solutions is committed to supporting every reasonable action to ensure the protection of employees while at the assigned workplace. Pascal Auto Solutions will monitor our workplace and without exception, will require all persons at our workplace to work in a safe manner and take every action reasonable to eliminate the risk of personal injury or injury to others.

The management of Pascal Auto Solutions expects every employee to be aware of and work in full compliance with relevant HSE regulations. Pascal Auto Solutions will supply and/or provide the resources necessary to attend educational programs as needed to ensure that staff maintain an understanding of HSE regulations and best practices as applicable to the workplace. In addition, every employee must be aware of and comply with project specific HSE requirements as determined from time to time, such as those that may apply at certain industrial sites.

Pascal Auto Solutions is fully committed to the requirements and the spirit of this HSE plan and to continual improvement of our HSE performance.



Partner, Pascal Auto Solutions

Date: 01.08.2022