

OCCUPATIONAL HEALTH & SAFETY POLICY
(Adopted by the Board of Directors on February 21, 2021)

At Kontakt, our corporate objective is to achieve a safe and healthy workplace free of injury and illness. We are committed to the health, safety and well being of our workforce and will strive to achieve an incident-free workplace in a holistic and inclusive manner.

We also recognize that individuals, through their own behaviours and actions, are ultimately responsible for safety for themselves and their peers. We encourage and support all employees to achieve our goals by incorporating into their planning and work the actions necessary to ensure the safety of themselves and others in the workplace.

To achieve our health and safety objectives, we will:

- Promote safe and healthy behaviour as a core value in our organization culture;
- Promote and enhance employee commitment and accountability to this policy;
- Develop and implement effective management systems to identify, minimize and manage health and safety risks in the workplace;
- Provide the resources to achieve a safe and healthy work environment for all of our people;
- Provide training and information to enable all our people to work safely and competently;
- Comply with applicable regulations, laws and international guidelines;
- Strive for continuous improvement by setting targets and measuring results against those targets;
- Recognize and reward good safety performance and achievements throughout the organization;
- Promote health and safety in all aspects of our work, family and local community.