

OCCUPATIONAL HEALTH AND SAFETY POLICY

Elmo Motion Control Ltd (Elmo) prioritizes employee health and safety and views it as a key component of all company activity and an important element in achieving our organizational goals.

The company's policy is to maintain safe and secure work processes, production, and services and invest all necessary resources to maintain a safe and healthy environment for its workers, visitors, contractors, and service providers. Our policies aim to prevent accidents and health problems by systematically identifying risk factors and assessing and minimizing risk. Elmo complies with the Israeli Ministry of Labor, Social Affairs and Social Services' laws and regulations for workplace safety and has adopted the ISO 45001 standard as the basis for the company's health and safety systems.

Management is actively involved in the company's safety and health policies, among other things, by modeling appropriate behavior. The company supplies workers with safe and proper equipment and tools that meet all relevant standards, and with protective equipment as required by law, standards, procedures, and manufacturer recommendations.

The company's safety officer and team conduct regular inspections and inquiries to identify irregularities and root causes of safety and health issues and take action to rectify any problems that are discovered. Specific procedures and work instructions are introduced to train workers in methods that will prevent injuries and accidents.

All employees are partners in maintaining health and safety in the organization. Management and the safety team make sure that all workers are aware of workplace risks and receive training on how to protect themselves.

Our major compliance activities include:

- Providing a safe and clean work environment, equipment, and facilities.
- Maintaining a health and safety management system and providing services and resources for its proper operation.
- Eliminating safety risks throughout the product life cycle using safe product design.
- Conducting audits to identify opportunities for improvement, risk analysis, and corrective actions for overall improvement.
- Creating a company culture in which safety is the responsibility of every employee—managers, employees, and contractors commit to preventing hazards, risks, injuries, accidents, or illnesses related to the workplace and to maintaining the company's health and safety procedures and rules and providing a personal example of proper behavior and compliance.
- Maintaining a comprehensive health and safety training plan and records for all employees.

- Halting all work immediately when a hazard is detected or in cases of concern, until the issue is reviewed by a qualified safety team, and the team approves resuming work.
- Learning and understanding the customer and stakeholder health and safety requirements and ensuring that Elmo's health and safety system supports them. Elmo also conveys these requirements to its suppliers and ensures that they operate accordingly.

Regards,



Yaron Ohana
Quality Assurance Manager

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