

JAS Worldwide, Inc., together with its affiliates and subsidiaries (“JAS Worldwide” or the “Company”), is committed to providing a safe and healthy workplace for all employees, customers, contractors, and visitors. We recognize that safety and security are essential to the success of our business operations, and we are dedicated to maintaining an environment that promotes the well-being of our workforce and the protection of our physical and digital assets. Our policy is to comply with all applicable health and safety laws and regulations, and this policy outlines our commitment to health, safety, and security and provides guidelines for fostering and maintaining a culture of safety within our organization.

1. Responsibility

It is the responsibility of managers and supervisors to ensure their employees are trained on appropriate safety procedures, and to provide necessary resources to maintain a safe work environment. JAS Worldwide will also provide training and resources to employees to support their understanding of health, safety, and security policies.

In addition, all employees, contractors, and visitors are responsible for following safety and security policies and procedures.

2. Management System

We are ISO 45001 certified – meaning that JAS Worldwide has implemented and maintains an occupational health and safety management system that meets the requirements of this standard as determined by an independent third-party accrediting certification body.

The ISO 45001 standard provides a framework for managing occupational health and safety risks and opportunities in the workplace. It is designed to help organizations improve the health and safety of their employees and reduce the risk of accidents and work-related illnesses.

ISO 45001 certification demonstrates JAS Worldwide’s commitment to maintaining a safe and healthy work environment and can enhance its reputation with customers, employees, and other stakeholders. It also can help organizations comply with relevant health and safety legislation and regulations.

3. Health

JAS Worldwide will strive to maintain a healthy work environment by:

- Providing workplace ergonomics, personal protection equipment and resources to minimize workplace injuries and illnesses.
- Training, consulting with and soliciting feedback from our employees on matters affecting their health and safety.
- Encouraging employees to report any illness or injury immediately to their supervisor or Human Resources representative as part of incident and accident management procedures.
- Implementing a wellness program that promotes healthy lifestyles and behaviors.

4. Safety

JAS Worldwide will strive to maintain a safe work environment by:

- Providing training to employees on safety policies and procedures, such as emergency preparedness, fire protection, and workplace safety.
- Identifying hazards and performing risk assessments to identify, assess, and minimize health and safety hazards associated with our activities and services.
- Conducting regular safety audits to identify potential hazards and addressing them promptly.
- Maintaining equipment and tools in good condition and ensuring they are used properly.
- Encouraging employees to report any safety concerns or near-miss incidents.

5. Security

JAS Worldwide will strive to maintain a secure work environment by:

- Implementing security measures to protect the physical and digital assets of the company.
- Providing regular training to employees on security policies and procedures.
- Conducting regular security audits to identify potential threats and addressing them promptly.
- Encouraging employees to report any security concerns or incidents.

6. Emergency Preparedness

JAS Worldwide will maintain an emergency response plan that includes procedures for responding to emergencies such as natural disasters, accidents, or security breaches. As part of its emergency preparedness, JAS Worldwide will:

- Consult with local health agencies and public safety authorities where required on any plans and ensure applicable regulations are adhered to.
- Provide training on emergency preparedness to ensure employees are knowledgeable about any plans in place.
- Periodically engage in emergency response drills and exercises to ensure employee engagement in this area.
- Identify and communicate to employees emergency escape routes, evacuation procedures, and provide safety personnel contacts and emergency contact information.

7. Compliance

JAS Worldwide will comply with all applicable health, safety, and security regulations and laws. We will monitor compliance with policies and procedures and take appropriate action if violations occur. Employees and suppliers are encouraged to report any health, safety, or security concerns to our 24/7 Ethics hotline where they will be addressed appropriately.

8. Communication

JAS Worldwide will communicate our health, safety, and security policies and procedures to all employees, contractors, and visitors. We will provide training and resources to support understanding and compliance with these policies.

9. Continuous Improvement

JAS Worldwide will continuously review and improve our health, safety, and security policies and procedures to ensure they remain relevant and effective.

JAS Worldwide is committed to promoting health, safety, and security for all employees, customers, and visitors. This policy outlines our commitment to maintaining a safe and healthy work environment and provides guidelines for implementing and maintaining a culture of safety within our organization.