



HEALTH AND SAFETY POLICY

DOC #: PL_HYP_HR008

The Hypertec Group is committed to taking all necessary measures to protect the health, safety and physical integrity of all employees by preventing any type of danger.

Although it is the employer who is ultimately responsible for ensuring the health and safety of its employees, we believe that employees at every level, including management, are responsible and accountable for the company's overall safety initiatives. Complete and active participation by everyone, every day, in every job is necessary for the safety among all workers on the job site.

POLICY

Concerned with assuming its responsibilities, both in terms of the quality of its services and the quality of life of its staff, the Hypertec Group believes that it is vital to get involved in the prevention of accidents at work and prevention of occupational diseases.

The top management is engaged to protecting workers from reprisals when reporting incidents, hazards, risks and opportunities.

To do this, prevention is an integral part of overall activity and is considered as important as the productivity and quality of the work provided by each employee.

The goal of the company is to take all possible means to minimize the severity and number of workplace accidents and occupational diseases and, as much as possible, to eliminate the risks.

It is the responsibility of the President of the Company, with the involvement of all senior staff, to support this policy by implementing good management practices in the area of prevention, in particular through the establishment of a prevention guide respecting laws and regulations:

- A register of minor accidents, incidents and first aid.
- Investigations and analysis of accidents.
- Workplace inspections.
- A functional Health & Safety Committee.
- First aid workers in the workplace.
- Training of employees on the safe execution of tasks.

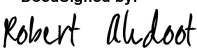
The company will review its risk assessment on an annual basis to ensure it is meeting targets and to add health and safety opportunities which could improve the effectiveness of the health and safety program.

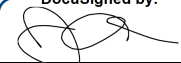
Each employee must participate in the implementation of this policy.

This policy is communicated to all employees, and each supervisor must ensure that it has been well understood and supported. Also, a copy of this policy is made accessible to all employees.

In accordance with this policy, training and information programs will be provided where necessary, to create and maintain sustained motivation and interest, to ensure the required level of compliance with health and safety laws and regulations, and to improve the methods used in this field.

Through the Joint Health and Safety Committee employees are encouraged to make suggestions for the improvement of, and to participate actively in, the health and safety program.

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 Robert Ahdoot
 President

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 Jonathan Ahdoot
 President HTS