



Group Occupational Health & Safety Policy



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1. Objective

This Health and Safety Policy plays an important role in setting out and making clear the standards of health and safety that Tipico applies in the business.

At Tipico, specifically Tipico Group Ltd. and all its subsidiaries, (hereinafter "Tipico", "we", "us", "our"), we are committed to maintaining a safe and healthy work environment for all employees, visitors and contractors. We recognize that accidents can cause harm and suffering to individuals and their families and can also have a negative impact on Tipico's operations and reputation.

Therefore, Tipico's objective is to prevent accidents from occurring. This will be achieved through the implementation of a comprehensive health and safety management system which includes regular risk assessments, training, programs and proactive measures to identify and mitigate potential hazards.

Health and safety is a top priority and Tipico is committed to continuously improving its safety performance.

2. Criteria

The principles and criteria established in this policy aim to provide a healthy and safe working environment for all employees, contractors, customers, and visitors to our premises.

All Tipico employees are required to read, understand, and adhere to this policy and are encouraged to work together with the management to help develop a robust health and safety culture, and adopt a proactive and cooperative approach towards it.

Breaches of this policy will be dealt with in accordance with local disciplinary policies and procedures.

3. Scope

Tipico's Group Occupational Health & Safety Policy provides a consistent approach to safety leadership, planning, performance monitoring, governance, and assurance. It is accompanied by suite of global standards setting out minimum standards that must be followed everywhere Tipico operates. They are supported by local procedures and guidance to ensure we meet local legal requirements.

Group entities are responsible for their own internal regulations, as well as for developing and approving in their respective authority and their own internal regulation that allows the application within its scope of the provisions contained in the Group regulation, with the essential adjustments, if any, to make them compatible and meet regulatory requirements.

This Group Occupational Health & Safety Policy applies to all Tipico Group employees, as well as any suppliers, contractors, visitors present on sites, is not part of any contract, employment or otherwise, all managers and employees are responsible for adhering to this policy. Furthermore, any persons and any other individuals who may be affected by the activities of all Tipico entities. Whilst this policy present on, not being Tipico employees having access to this policy, shall be provided with a summarised version of this policy upon each visit, outlining the points relevant to them.

The Company may amend this policy from time to time, in line with the needs and practices of our business.

4. Health & Safety Code of Conduct

The Health & Safety Code of Conduct makes it clear that everyone working for or on behalf of Tipico must always behave in a safe and responsible manner.

Every Tipico employee or contractor and our partner's employees and contractors must:

- Always abide by health and safety rules.
- Intervene if they see someone behaving in an unsafe manner.
- Consider how their decisions and actions will affect the health and safety of others; and
- Never compromise health and safety.

5. Leadership

Members of the Management Team are responsible for establishing an appropriate occupational health and safety management system in accordance with this Group Occupational Health & Safety Policy.

At Tipico, we expect our Management Team to demonstrate personal leadership in safety health and wellbeing, this is achieved by:

- Being well informed about safety risks, expected controls and ensuring open communication with their teams on best practice; and
- Creating a safe space to allow employees and/or visitors to speak up with any suggestions or concerns.

6. Accident and near misses reporting

At Tipico, we encourage our employees as well as our suppliers to report accidents related to health, safety, and well-being, including concerns, risk observations and near misses. Employees and suppliers can report any accidents and near misses by sending an email to healthandsafety@tipico.com.

This process is crucial for identifying root causes and trends so that we can be proactive in implementing measures to prevent future occurrences. Tipico requires all accidents and near misses to be reported in a timely fashion and acted upon swiftly by the applicable management team.

7. Group arrangements for health and safety

7.1 Introduction

At Tipico, we have outlined Health and Safety Management standards and arrangements that form our minimum groupwide requirements.

Additionally, countries/regions have developed and implemented their own management arrangements to conform with local laws and regulations.

7.2 Principles of Health & Safety

At Tipico, we aim to continually improve occupational health and safety-related processes, set objectives in this area, and demonstrate leadership by giving top priority to occupational health and safety in the workplace. The following key principles act as common standards for our commitment.

- Assess.** Ensure everyone understands which health and safety risks they have.
- Inform.** All staff will be informed of the Group Occupational Health & Safety Policy and those assigned specific health and safety responsibilities will be appropriately trained
- Monitor.** Monitor and report on key aspects of health and safety performance (for example: accident recording).
- Improve.** Assess the company's performance in health and safety matters and enact improvements as and where necessary.
- Cooperate.** Engage with service providers to ensure that their health and safety policies and procedures align with Tipico's and that any actions or omissions on their part do not jeopardise the success of this policy.
- Document.** Ensure that we can validate that the above steps have been appropriately taken.

7.3 General Arrangements for the Management of Health and Safety

Law, Standards and Guidance. Each location will as a minimum comply with the approved health and safety codes of practice and associated legislative requirements of its operational countries.

Health and safety Reviews. The fact that health and safety has been considered should be formally noted and any decisions or actions documented.

Communication. The Group Occupational Health and Safety Policy and any applicable local documents shall be made available to all employees, both when they join the business as part of our induction process and then on an ongoing basis.

7.4 Global Health & Safety

Business Travel. When employees travel for business purposes, their travel arrangements should always be made through Tipico and follow group-wide or local processes. For more details on Tipico's travel policy, please refer to the following [link](#).

Contractors. Each location will ensure that only competent contractors are employed to complete work on the company's behalf. They will be appropriately inducted, including being informed of the company's health and safety Policy, emergency arrangements, and any actual or potential hazards in the areas that they visit.

Disclosure and training to the stakeholders. All stakeholders (incl. external providers operating under Tipico's mandate) must have information, instruction, and training adequate to their role, regarding health, safety, and risk management.

Display Screen Equipment. Office workspaces shall be designed and provided with suitable ergonomic equipment to minimise the risks associated with Display Screen Equipment (DSE) use. Each location will as a minimum comply with the approved health and safety codes of practice and associated legislative requirements of its operational countries.

Driving on Company Business. Where company cars are provided there should be a documented policy covering health and safety matters made available to all company car drivers. Additionally, where employees use their own vehicles, they should be appropriately maintained and conform to local legislative requirements i.e., hold an in current roadworthy certificate and appropriate business insurance. The company should ensure that drivers are appropriately insured and verify they are qualified to drive

Emergencies. Emergency and evacuation protocols in case of fire or other dangerous events will be designed, to protect the employees, visitors, or contractors Time-dependent health emergencies. To the extent that is considered in local law, response procedures for time-dependent health emergencies (e.g. heart attack, choke, stroke) taking place within our premises will be established.

First Aid. All company locations are required to have someone with nominated responsibility for first aid and will make first aid supplies available.

Housekeeping. Effective housekeeping is important to ensure a safe working environment. The accumulation of combustible materials and clutter shall be controlled through appropriate housekeeping. Additionally, waste is removed frequently and work equipment, including stationery, deliveries etc. should be stored appropriately.

Inspection. Periodic inspections will be executed that ensure Tipico provides safe premises, safe systems of work, and properly maintained equipment and facilities.

Mental Health and Well-being. Tipico is committed to support employees with their mental-health and wellbeing by providing a variety of trainings and sessions by external experts and benefit programs that allow access to psychologists.

Monitoring. Root causes of workplace accidents should be investigated and addressed accordingly by implementing corrective and improvement measures following assessments and audits to prevent recurrence.

Planning activities. Entities included within the scope of application of this policy should manage health hazards and should plan all Health and Safety activities to mitigate risks and reduce them to acceptable levels when their total elimination is not possible.

Risk Assessment. Risk assessment reviews will be carried out covering the risks affecting our employees in a holistic way. This includes aspects such as psychological risks, health, safety, ergonomics, and other risks beyond those incurred within our premises, such as those related to teleworking, flexible working and working from home. This process ensures that any identified risks are mitigated, and opportunities for improvement are leveraged effectively. It encompasses a thorough analysis of audit results, followed by the strategic planning and execution of actions designed to address deficiencies, optimize processes, and enhance overall system resilience and efficiency. The goal is to create a proactive framework that continuously evolves to meet emerging challenges and regulatory requirements, thereby safeguarding the organization's assets and reputation.

Safe and Healthy Working Environment. Each office, so far as is reasonably practicable, is required to implement suitable and sufficient measures to design, maintain, and procure appropriate plant and equipment to ensure a good standard of health and safety, which mitigates the likelihood of work-related injuries and ill-health

Safety management system. An Occupational Health and Safety management system will be developed and maintained with the goal of keeping risks under control and devote adequate human and material resources for its deployment Safety representatives. Health and safety representatives will be nominated, appointed, and trained in adequate number and according to local regulations.

Staff Events. Managers must include health and safety as part of the planning of company sponsored or company arranged events. This includes motivational trips and charitable events. It is important to remember that the company has a duty of care towards its employees when they are attending such activities. For events supported by a third party, Tipico should satisfy itself that they have performed a risk assessment, hold suitable insurances, and are taking appropriate precautions to ensure health and safety.

Training. As relevant, and in accordance with risk assessments, employees will be given suitable and sufficient training to reduce so far as is reasonably practicable the risks associated with their roles. Employees are required to co-operate with the company and attend necessary training.

Smoking. including e-cigarettes, is prohibited inside offices, except where allowed within suitably designed and designated smoking areas.

Visitors. Locations will ensure the health and safety of visitors and members of the public. They are to be informed of the company's health and safety arrangements and any relevant hazards in the areas that they visit. All visitors should be signed in and out of site and/or always accompanied by an employee.

Working remotely. Managers and employees should ensure that they comply with any specific local legislation on working remotely/from home.

8. Ownership

Owner of this policy is the Group HR Director.