

OCCUPATIONAL HEALTH & SAFETY POLICY

As a responsible corporate citizen in the manufacture of Automotive lighting, components and Luminaires for Interior Lighting, Streetlights and Floodlights, Lumotech [Pty] Ltd., is dedicated to protecting human health & safety. This dedication encompasses the integration of sound health & safety practices into our business decisions.

To ensure that our dedication is realised, we have adopted the following health & safety principles to provide guidance to Lumotech [Pty] Ltd in the conduct of our daily business practices:

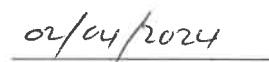
- Lumotech is committed to provide safe and healthy working conditions for the prevention of work-related injury and ill health and our main objective is to be free from injuries, accidents and incidents.
- To achieve our goal of continual improvement we will set and review OH & S objectives and targets annually.
- Lumotech is committed to conduct a Hazards Identification Risks Analysis (HIRA) throughout the facility and to apply the hierarchy of controls to eliminate or reduce the risks.
- Health and Safety aspects and contributions to prevention of incidents are the responsibilities of every employee, Health and Safety protection and contributions to continual improvement are the responsibilities of every employee.
- Lumotech places priority on compliance to national and international regulatory requirements that apply to Lumotech's products, processes and properties.
- Lumotech will ensure that health and safety incidents (OHS ACT) and claims for compensation (COLD ACT) are registered and reported in compliance with government regulations and causes of incidents are investigated and eliminated.
- Lumotech employees will nominate and elect health and safety representation in each operating area. Lumotech's management will ensure that the elected health and safety representatives are appointed and that a company wide advisory committee is implemented to ensure health and safety aspects and incidents are identified, documented, monitored and controlled through SHE meetings ensuring working consultation and participation and communication.
- To comply with the relevant machine safety requirements as set out in the OHS Act and applicable Regulations.
- To comply with the relevant workplace ergonomic requirements as set out in the OHS Act and Ergonomic Regulations.
- To comply with the relevant chemical handling requirements as set out in the OHS Act and Hazardous Chemical Substances Regulations.
- To comply with the relevant fire protection requirements as set out in the OHS Act and applicable Regulations.
- To comply with the provision of Personal Protective Equipment (PPE) that will effectively prevent bodily injury.
- Our ultimate goal is to obtain and retain OH & S standard to ISO 45001 certification.
- This policy is available and communicated to all company personnel and contractors.
- This policy is available to interested parties as appropriate.

I, the undersigned and the Lumotech Senior Management Team are totally committed to this policy and the principles contained in it, and will ensure that it is effectively implemented and maintained by all Lumotech personnel.

A handwritten signature in dark ink, appearing to read 'Jaco du Plessis', is written over a horizontal line.

Jaco du Plessis

Managing Director

A handwritten date '02/04/2024' is written in dark ink over a horizontal line.

Date