



SHI's ISO Health and Safety Policy



Three decades of private ownership and consistent, organic growth have allowed for constant reinvestment into our business to ensure SHI delivers custom, cutting-edge IT solutions backed by world-class customer support.

Whether building a modern hybrid workplace, defending against an evolving threat landscape, taking full advantage of the cloud, or searching for ways to optimize their software portfolio, our friendly 6,000-person team is ready to solve what's next for our customers.

We operate an Integrated ISO Compliance Management System that meets the requirements of ISO 45001, the international standard for occupational health and safety.

At SHI, we commit to:

- Providing a safe working environment by providing the appropriate facilities and healthy workplace that caters to the needs of all, including those with disabilities.
- Preventing work-related injuries and illnesses to all individuals who might be affected by our operations.
- Providing effective training and support to all employees on Health and Safety.
- Maintaining compliance with the Occupational Safety and Health (OSHA) Act of 1970 and all applicable local health and safety laws, regulations, and standards.
- Implementing a rigorous risk management process for health and safety, minimizing risks to the extent reasonably practicable.
- Building a culture of effective participation and consultation with employees.

Health and safety objectives are defined and monitored quarterly and undergo regular annual reviews to identify opportunities for continuous improvement.

We are committed to continuously improving our performance and ISO Compliance Management system to protect all those who might be affected by our operations.

This policy is made public to all interested parties, internal and external to the organization. All applicable employees and contractors are aware of this policy and are expected to incorporate sound health and safety practices into daily work activities.

SHI's President and CEO hold ultimate and final responsibility for the health and safety policy. The ISO Compliance Manager holds the responsibility for ensuring compliance with the health and safety policy and establishing clear lines of accountability for the management of the ISO Compliance program.

Thai Lee

President and CEO