



# SHI's 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 team is ready to solve what's next for our customers.

We operate an Integrated Quality and Compliance Management System that meets the requirements of ISO 45001:2018, the international standard for occupational health and safety.

At SHI, we are committed to the following principles to ensure a safe and healthy working environment for all:

- Providing a safe and inclusive workplace by ensuring appropriate facilities and accommodation that meet the needs of all individuals, including those with disabilities.
- Preventing work-related injuries and illnesses for employees and others who may be impacted by our operations.
- Delivering effective health and safety training and support to all employees to promote awareness and safe practices.
- Maintaining compliance with applicable health and safety laws, regulations, and standards, including those in the United States, United Kingdom, and other regions where we operate.
- Implementing a robust risk management process to identify, assess, and minimize health and safety risks to the extent reasonably practicable.
- Fostering a culture of open communication, participation, and consultation with employees on health and safety matters.

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

We are committed to the continuous improvement of our performance and the effectiveness of our Quality and Compliance Management System to ensure the safety and well-being of all individuals impacted 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.

At SHI, the President & CEO carry overall responsibility for the health and safety policy. The Quality and Compliance Management team is tasked with ensuring the policy is followed and with establishing clear accountability for managing the Quality and Compliance program across the organization.

*Thai Lee*

*President & CEO*