HOUSE OF HR
HUMAN RESOURCEFULNESS

Group Occupational Health & Safety Policy

A. Purpose

At House of HR, people are at the heart of what we do. As a people business, we thrive when our people thrive. **Ensuring the health and the safety of our Happy Rebels is thus critical to our success**. A good mental and physical health of employees benefits our company's performance, and a good working environment participates to attracting and retaining talents.

As such, "**Mental & Physical health**" is a material topic in our ESG strategy. This Occupational Health & Safety Policy presents our commitment towards Health & Safety, and our way of addressing it through our decentralized organisation. Its purpose is to ensure all HOHR employees and all independent third parties who work on HOHR behalf globally (such as consultants, agents, suppliers, and others who do business with HOHR) understand and comply with applicable laws and HOHR policy regarding mental health, physical health, wellbeing, and safety. Compliance with this policy, local legislation and international health and safety laws is mandatory.

We proactively monitor and comply with evolving **occupational health & safety (OHS) laws** and best practices, mitigating risks and ensuring responsible operations. This policy must be compliant with international laws and standards and local legislation on OHS. It will be revised in case that any of them is changed. Among others, HOHR adheres to the following international standards:

- **International Labor Organization (ILO) Standards**: HOHR is committed to ensuring a safe and healthy working environment, which is part of the ILO Declaration on Fundamental Principles and Rights at Work[1].
- **UN Global Compact**: HOHR is committed to responsible business practices, supporting among other principles human rights, which includes health and safety at work.
- **Sustainable Development Goals** (SDGs): HOHR is committed to contribute to global sustainability goals for the United Nations, including on good health & wellbeing.

B. Scope

This policy applies to all individuals working at all levels and grades, including management, directors, employees (whether permanent, fixed-term or temporary), consultants, contractors, and any other person providing services to HOHR.

It applies to all legal entities that are part of HOHR, meaning all PowerHouses and Boutiques. Newly acquired or created legal entities are also expected to apply this policy after joining the Group.

C. Roles and Responsibilities

All HOHR **employees and associates** are responsible for adhering to the principles and values set out in this policy. Everybody must familiarize themselves with this policy and participate in foreseen training/info sessions. Appropriate resources should be dedicated to the training and building of awareness to develop the knowledge and understanding of the relevant OHS matters by HOHR.

The **Group leadership** of HOHR maintains a top-down commitment to care for our people. The

[1] ILO, Declaration on Fundamental Principles and Rights at Work (1998) - https://www.ilo.org/ilo-declaration-fundamental-principles-and-rights-work/about-declaration/text-declaration-and-its-follow

management is responsible of the Group-wide principles stated in this policy. This means that the Group leadership defines the principles, and controls that they are respected across the Group.

The ultimate responsibility of ensuring the Health and Safety of workers lies within the **PowerHouses**. They are thus responsible for defining their own policy, standards and organization, that should include at a minimum the commitments defined by the Group in this policy. Each PowerHouse should thus conduct their OHS risk assessment, foster their own health & safety culture, organize trainings, define priorities and action plans, develop programmes and initiatives, implement reporting systems and internal audits, dedicate resources, provide equipment and/or appoint points of contact on these topics.

Indeed, all PowerHouses and even Boutiques are facing different risks and opportunities regarding health and safety matters, as they operate in different sectors, with different types of personnel, daily activities and stakeholders' expectations. As they are present in various countries and sectors, they are also subject to different national and sectorial regulations.

D. Principles

D.1. Committing to health, safety and wellbeing

As a company, we are committed to provide a safe, healthy, and respectful work environment for all our people. It means that we are committed to:

- Ensuring a **physically safe work environment**, for our Happy Rebels and associates (suppliers, subcontractors, freelancers) working on our sites; and when relevant and possible, for People at work working on client sites;
- Preventing **psycho-social risks** for Happy Rebels and (when relevant) People at work;
- Safeguarding **harassment- and violence-free** working environments;
- Respecting the **health and recovery of employees on sickness leave** as per local laws; when legally possible, constructively engaging with employees during their leave to prepare their return to work, including adjustments to work conditions if necessary.
- Promoting habits and a **culture** of health & safety among our Happy Rebels and People at work, for instance through awareness campaigns or training;
- Providing necessary **resources** to health & safety across the organisation;
- Reacting swiftly and diligently in case of health and safety **crisis or emergencies;**
- Consulting with relevant **employee representatives** and employee representative bodies, where they exist, on employees' health and safety;
- Engaging with **business partners**, including clients and suppliers, on health and safety.

When relevant, all these commitments also apply to our people when they are working from home, traveling for work, or commuting.

D.2. Continuously improving

Continuously improving is core to House of HR's culture. For OHS matters, this means that we are committed to report and monitor our performance regularly, to verify if we are on track, and to take corrective action if not.

To steer our efforts, KPIs and targets are set within the Group ESG Strategy. To measure the attainment of our targets, all PowerHouses and Boutiques are expected to participate to the Group annual sustainability reporting, which includes qualitative information and quantitative data regarding OHS performance.

Additionally, PowerHouses are responsible for implementing their local Health & Safety reporting systems, as part of their OHS organization, and based on their own reporting needs and requirements. They are responsible for appropriately investigating work-related injuries, work-related ill health cases, diseases and other incidents, following their internal policies and Group policies.

We are committed to continuously enhance the completeness and accuracy of our Group's sustainability data, including on health & safety. Our sustainability performance is made public to our stakeholders in our annual report, as we believe in **transparency & accountability**.

E. Raising your voice

E.1. Raising alerts

- Health & Safety alerts

As part of our commitment to continuously improve, we encourage our Happy Rebels and People at work to report their alerts related to health & safety, through each **PowerHouse health & safety alert and/or reporting system**. Depending on PowerHouses' Health and safety policies, that may include for instance: reporting on near misses, on potential hazardous situations, or on other safety concerns.

- Major breaches

We encourage our stakeholders to report awareness if a major breach of this policy happened or is going on so that appropriate action can be taken.

The channel that should be used to report concerns is **SPOT**. It can be used, if desired, in an anonymous way. This Internet application can be accessed via talktospot.com/hohr of via the QR code:

House of HR ensures that persons covered by the scope of this policy will not be victimized or penalized for reporting alleged unreasonable behaviour. Any person who is found to have victimized a person will be subject to the consequences of breaching this policy.

E.2. Expressing ideas for improvement

We encourage all our stakeholders to express their **ideas for improvement** to contribute to employees' health and safety and support House of HR's commitments stated above.

The different channels that can be used to report ideas and areas of improvement or concerns are:

1) **Your local Safety point of contact:** Should be contacted for any idea or area of improvement regarding your Boutiques or PowerHouses. You can ask your direct manager for your local Safety point of contact.
2) **Group ESG Department**: Should be contacted for any concern or breach of the policy; and for any idea or area of improvement at Group level.

E.3. Asking for additional guidance

In case of doubt or questions, please contact the Chief Risk and Sustainability Officer to review the matter.

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F. Versions

This policy is updated regularly to ensure its relevance over time. Below is the list of updates made to the policy.

Version	Date	Update
1.1.	May 30, 2025	Initial policy
1.2	January 29, 2026	Updates: - 'Action plans' added to PowerHouses' responsibilities - Commitment related to employee representatives added - Investigation process precised - 'Versions' section updated

This policy has been approved by the Audit & Risk Committee, on behalf of the Board of directors.