



HEALTH & SAFETY POLICY

ISS STOXX (referred in this policy as “ISS”) is committed to ensuring the health and safety of the employees, contractors, vendors, and visitors of the company by meeting the guidelines set in this policy.

Scope

The Policy sets forth the following principles, that apply globally across all ISS operations and subsidiaries:

- To ensure that for all ISS offices a healthy and safe work environment is provided for, and policies are followed.
- To be compliant with all applicable health and safety legal requirements. Additional policy guidelines will be outlined locally if applicable.

Safeguard Practices

ISS will strive to provide and maintain a healthy and safe working environment by taking all necessary precautions to minimize health & safety risks. However, all employees of ISS, contractors, vendors, and visitors are also responsible for their own health and safety and that of others who may be affected and to cooperate with the implementation of this policy.

ISS is committed to:

- Make this policy and all applicable local health & safety policies and programs accessible to all employees.
- Provide appropriate resources for health & safety at work so that employees can take reasonable care of their own health & safety and that of others who may be affected by their actions.

ISS expects its employees to:

- Familiarize themselves with this policy and all health & safety policies and procedures.
- Attend health & safety training as required.
- Report all accidents, incidents, and hazards to Corporate Services as soon as it is practicably possible.
- Not interfere, tamper, or misuse any item/equipment provided for health or safety purposes.

Composition and Duties of Health & Safety Officers

Health and Safety in the office is led by the Corporate Services Team. Health & Safety Officers are responsible in planning, developing, and implementing local Health & Safety policies and programs as required by federal and local laws.

Duties performed by the Health & Safety officers:

- Be familiar with the company policy and any other federal and local laws pertaining to health or safety.
- Obtain the required training as necessary for Health & Safety Officers.
- Ensure employees are instructed in the office and building requirements and procedures of the Health & Safety Policy, federal and local laws for the office and building.
- Ensure policies are followed by all employees.
- Provide a working environment that complies with regulations and requirements.
- Ensure that all reasonable steps are taken to prevent accidents.
- Ensure all reported accidents are recorded, investigated, and reviewed to determine risks and prevent re-occurrence.
- Conduct periodic risk assessments and reviews of the ISS's safety management systems for its adequacy and effectiveness.

Policy Review

This policy may be amended, modified, or supplemented on a regular basis for conformance to health and safety management systems of ISS. The ISS Corporate Services department is the owner of this policy.

This policy was first approved by Corporate Services and formally implemented in December 2024.