



Policy For Occupational Health and Safety (ISO 45001)

1. Policy Declaration

The senior management of A.L. Group declares that the basic principles in its activity for ensuring health and safety at work are:

- Maintaining and implementing a clear, knowledgeable policy for all employees, available to all stakeholders;
- Commitment to prevent injuries and illnesses, to continually improve health and safety management at work and to health and safety outcomes;
- Ensuring compliance with the requirements of the laws and regulations in force in the country in the field of health and safety at work, as well as voluntary commitments and programs;
- Carrying out preventive activities to manage and reduce the risk of health and safety at work;
- Providing the resources necessary for the fulfillment of the set goals and tasks for health and safety at work;
- Consulting with employees and their representatives and encouraging the active participation of all members of the team at all stages of the implementation of the health and safety management system at work;
- Encouraging the involvement of each team member in offering and implementing activities to prevent potential hazards;
- Providing adequate training, qualifications, and skills necessary to fulfill specific health and safety responsibilities at work;
- Maintaining the POLICY FOR OCCUPATIONAL HEALTH AND SAFETY so that it is adequate and appropriate for implementation in the Company's business;
- Continuous improvement of the efficiency of the health and safety management system at work.

2. Strategic Priorities

A.L. Group strives to achieve these priorities by:

- Implementation, development, maintenance, and continuous improvement of the occupational health and safety management system in accordance with the requirements of ISO 45001;
- Systematic assessment of work environment and risk parameters;
- Effective monitoring of health and safety at work.



3. Scope

This policy applies to all employees, managers, contractors, service providers, and visitors across all operational sites, offices, and facilities of A.L. Group, encompassing all areas of business and operational activity.

4. Corporate Governance & Responsibilities

The responsibility for implementing and advancing occupational health and safety is shared across all organizational tiers:

- **Board of Directors:** Outlines the overall strategy, approves the safety policy, and conducts a periodic review (at least annually) of safety performance, risk management, and target compliance.
- **Senior Management:** Led by the CEO, responsible for allocating necessary resources, embedding the policy, and ongoing monitoring through management reviews (at least twice a year).
- **Site & Department Managers:** Responsible for practical on-site implementation of safety procedures, daily safety routines, and reporting any incident or hazard.
- **Safety Committees:** Internal and/or site-specific safety committees combining employee and management representatives will convene periodically (at least quarterly) to discuss risks, anomalies, and preventive measures.

5. Review and Approval Mechanism

- This policy shall be reviewed and re-approved by company management and the CEO at least once a year, or following significant operational changes, legislative updates, or notable safety incidents.
- The refresh mechanism will include distributing the updated policy to all employees and making it available to stakeholders, alongside conducting periodic refresher training.

Approved by:	CEO Boaz Roseman
Effective Date:	July 2026
Review Cycle:	Annual (Mandatory Periodic Refresh & Re-Approval)
Integration:	Integrated into A.L. Group Human Resources (HR) Procedures