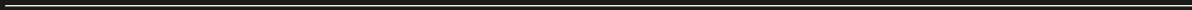




WATCHES OF SWITZERLAND GROUP PLC

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# HEALTH AND SAFETY POLICY



# HEALTH AND SAFETY POLICY: WATCHES OF SWITZERLAND GROUP PLC

The Watches of Switzerland Group (the 'Group') is an international retailer of world leading luxury watch brands with a growing complement of luxury jewellery brands.

We strive for excellence in product and unrivalled standards of service, supported by our Purpose and Values. Our high standards reflect the way we conduct our activities and maintain our premises.

The Group is proud to extend our Health & Safety policy commitment to maintaining safety standards to comply with local relevant legislation and to empower our people to build a firm safety culture. Solutions to support creativity and or innovation for new ways of working will be encouraged with consideration for safety standards.

This Policy applies to our business activities and premises to ensure so far as is reasonably practicable, the health, safety and welfare of our colleagues, our clients and other stakeholders, who may be affected by our activities.

We are committed to giving our best not only to our clients but to each other and we expect the same commitment and cooperation from all our colleagues in adhering to our Policy commitment. We consult with our colleagues on matters affecting their health, safety, and welfare, encourage innovative changes and recommended improvements and engage in our safety culture.

In order to meet the objectives of Health & Safety management, we will ensure that adequate resources are made available for the provision of health, safety and welfare within the workplace, including the provision and maintenance of plant and equipment to ensure they are safe and without risks to health. Safety is everyone's responsibility, and you must insist that work be performed safely.

All colleagues should make sure that they are familiar with the contents of this Policy and how to work safely at all times. You are required to:

- Take reasonable care of yourself and others who may be affected by acts or omissions at work
- Co-operate with the Company and any other person to ensure all aspects of health and safety legislation are adhered to
- Not to interfere or misuse anything provided in the interest of safety or welfare

## General Principles

We will implement and organise arrangements to support this Policy, provide adequate control of the health and safety risks arising from our work activities, with sensible risk management including controls to:

- Prevent accidents and work-related ill health
- Provide and maintain safe and healthy working conditions
- Provide and maintain safe plant and equipment with managed maintenance
- Ensure safe handling and safe use of substances necessary in some of our activities
- Integrate new country legislation and adopt best practice within our group policy
- Provide information, instruction, and supervision for employees so they are competent
- Consider the environment and sustainability of resources with environmental initiatives
- Monitor and measure performance
- Ensure the Health, Safety & Environmental Council monitor, review and feedback relevant matters

If a situation arises where it is unclear what the appropriate action is, the matter must be raised by the colleague with their Line Manager, their HR representative or a member of the Trading Board as appropriate, so that necessary guidance can be obtained. Processes have been put in place for this to be done on a confidential basis and this is detailed in the Group Whistleblowing policy.

We take compliance with this Policy very seriously. Any failure to comply would put both you and the business at risk. Any colleague who breaches this policy may face disciplinary action, which could result in dismissal for gross misconduct. We reserve the right to terminate our contractual relationship with non-employee workers (e.g. contractors) if they breach the Policy. You may commit a criminal offence if you fail to comply with this policy. The criminal law relating to health & safety considerations carries severe penalties.

The policy was approved by the Watches of Switzerland Group PLC Board on 6 December 2022