

# **Occupational Health and Safety Management System Policy**

## **1. PURPOSE AND SCOPE**

1 This Occupational Health and Safety Management System ("OHSMS") establishes the comprehensive framework for ensuring workplace safety, health protection, and risk mitigation for Nexus Intelligent Systems, Inc. (the "Company").

2 The OHSMS applies to all employees, contractors, temporary workers, and visitors across all Company facilities, including corporate offices, research laboratories, and field operational sites.

## **2. POLICY STATEMENT**

1 Nexus Intelligent Systems is committed to maintaining the highest standards of occupational health and safety, recognizing that employee well-being is fundamental to our organizational success and sustainable business operations.

2 The Company pledges to:

- a) Prevent workplace injuries and occupational illnesses
- b) Continuously improve safety performance
- c) Comply with all applicable federal, state, and local health and safety regulations
- d) Provide a safe and healthy working environment for all personnel

## **3. ORGANIZATIONAL RESPONSIBILITIES**

1 Executive Leadership Responsibilities

- Establish overall safety culture and strategic direction
- Allocate necessary resources for OHSMS implementation
- Demonstrate visible commitment to workplace safety

2 Management Responsibilities

- Implement safety protocols within respective departments
- Conduct regular risk assessments
- Ensure employee training and compliance
- Investigate and report workplace incidents

### 3 Employee Responsibilities

- Adhere to established safety procedures
- Report potential hazards immediately
- Participate in safety training programs
- Use personal protective equipment as required

## **4. RISK MANAGEMENT AND HAZARD CONTROL**

### 1 Hazard Identification Process

- Comprehensive workplace risk assessments conducted semi-annually
- Systematic documentation of potential workplace hazards
- Prioritization of risk mitigation strategies

### 2 Control Hierarchy

- a) Elimination of hazardous conditions
- b) Substitution of high-risk processes
- c) Engineering controls
- d) Administrative controls
- e) Personal protective equipment

## **5. TRAINING AND COMPETENCY**

### 1 Mandatory Safety Training

- New employee orientation programs
- Annual refresher training for all personnel
- Role-specific safety certification requirements
- Specialized training for high-risk operational roles

### 2 Training Documentation

- Centralized training records management
- Tracking of individual and collective training compliance
- Periodic competency assessments

## **6. INCIDENT REPORTING AND INVESTIGATION**

### 1 Incident Reporting Protocols

- Immediate reporting of all workplace accidents
- Standardized incident documentation procedures
- Confidential reporting mechanisms

### 2 Investigation Procedures

- Root cause analysis for all significant incidents
- Corrective and preventive action development
- Management review and systemic improvement recommendations

## **7. PERFORMANCE MONITORING AND MEASUREMENT**

### 1 Key Performance Indicators

- Lost time injury frequency rate
- Total recordable injury rate
- Near-miss incident tracking
- Safety training completion rates

### 2 Audit and Review

- Annual comprehensive OHSMS performance review
- Third-party safety compliance audits
- Continuous improvement framework

## **8. LEGAL COMPLIANCE AND REGULATORY ALIGNMENT**

### 1 Regulatory Compliance

- Full compliance with OSHA regulations
- State-specific occupational safety requirements
- Industry-specific safety standards

### 2 Documentation and Recordkeeping

- Maintenance of comprehensive safety documentation
- Retention of incident reports and training records
- Accessibility of safety documentation for regulatory inspection

## **9. EMERGENCY PREPAREDNESS**

### **1 Emergency Response Planning**

- Comprehensive emergency response protocols
- Regular emergency drill implementation
- Communication and evacuation procedures

## **10. DISCLAIMER AND MODIFICATION**

1 This OHSMS represents the current safety management approach and may be modified at the Company's discretion to reflect evolving best practices and regulatory requirements.

Executed this 22nd day of January, 2024.

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Dr. Elena Rodriguez

Chief Executive Officer

Nexus Intelligent Systems, Inc.