



OCCUPATIONAL HEALTH & SAFETY MANAGEMENT SYSTEM

COMPANY'S POLICIES AND MANAGEMENT COMMITMENT MENTAL HEALTH POLICY

Mental Health Policy

ALPHA GAS S.A. treats employees and crews' mental health as a priority in its operations, while its utmost concern is always to ensure that all personnel work under conditions that reduce mental health risk factors. To ensure protection of mental health of all personnel, **ALPHA GAS S.A.:**

- *Complies with all applicable legislation and regulations, observes relevant guidelines and applies standards where laws and regulations do not exist.*
- *Seeks to identify and evaluate mental health risks related to its operations that potentially affect employees, crews, contractors, or the public and establishes appropriate safeguards.*
- *Continuously strives to improve its working environment and culture by identifying, eliminating, or minimizing all harmful processes, procedures and behaviors that may cause psychological harm or illness to its personnel.*
- *Communicates knowledge about relevant risks to individuals or organizations.*
- *Determines the mental and psychological fitness of personnel's work without undue risk to themselves or others.*
- *Implements programs and appropriate protective measures to control potential risks, including suitable monitoring of personnel.*
- *Provides mental health services necessary for the prevention, support and treatment of personnel mental health illnesses and the handling of relevant crisis and emergencies.*
- *Seeks to promote mental health awareness and reduce associated stigma.*
- *Provides mental health promotion programs to enhance personnel's wellbeing.*

Our goal is to achieve the highest standards of health and personal hygiene through continuous improvement.

Employee information is confidential. DO NOT reveal any employee information to non-medical personnel, except if requested by the employee concerned, or if required by law, dictated by overriding public health considerations, or required by our Drug and Alcohol Policy.

Date: 18/02/2025
