Health & Safety Policy

1. Purpose

Creed Medical Ltd. recognizes that excellence in health and safety performance is integral to an efficient and successful business. Creed Medical Ltd. will constantly pursue high standards of health and safety performance in accordance with all applicable laws and regulations.

To the extent that any location in which Creed Medical Ltd. operates has adopted more stringent requirements applicable to health and safety, employees must follow the more stringent restrictions.

2. Scope

This Policy applies to all employees of Creed Medical Ltd. and its subsidiary or affiliated companies.

3. Policy

3.1 General Policy.

To achieve and maintain high standards, it is Creed Medical Ltd.'s policy to:

- Comply with all applicable laws and regulations relating to health and safety matters everywhere Creed Medical Ltd. operates;
- Implement a Creed Medical Ltd. health and safety management system;
- Provide as safe a workplace as is reasonable;
- Minimize the use and release of hazardous materials;
- Minimize and mitigate risks to health and safety to the extent practicable by seeking out less environmentally or occupationally hazardous products, equipment and processes;
- Monitor the effectiveness of control systems responsible for addressing health and safety issues; and
- Review the performance of health and safety management periodically and identify improvements.

3.2 Management Responsibilities.

Creed Medical Ltd. managers are responsible for

(i) being familiar with (or taking appropriate steps to become familiar with) applicable laws, regulations, Company policies, procedures, business practices, and manuals applicable to the activities they manage or supervise;

(ii) (ii) ensuring that their direct reports have appropriate training on health and safety compliance issues to perform their job functions; and

(iii) (iii) supervising their direct reports with respect to health and safety compliance requirements and activities.

Managers will ensure that and, where appropriate, implement policies, procedures, and/or practices so that Employees understand:

- how to use and maintain all equipment they operate in the performance of their job responsibilities, including personal protective equipment;
- their health and safety responsibilities as set forth in this Policy;
- how to identify, assess, and control potential workplace risks;
- Employees will pursue high safety and health standards through participation on safety committees and fostering ideas for continuous improvement in safety and health;
- Training is provided to employees to assist them in identifying hazards common to their workplace and understanding and following safe work practices and procedures;
- A medical surveillance program (where appropriate for a Creed Medical Ltd. facility) is implemented to help evaluate workplace hazards and exposures and other programs are developed as needed that focus on the prevention of occupational injuries and illnesses;
- Health and safety performance is monitored periodically through inspections, audits and reviews and any non-conformance to regulatory or Creed Medical Ltd. requirements is investigated and corrected.
- A reporting program is maintained and visible to record and track all potential workplace hazards to resolution of the issue, and such reporting program will be visible to appropriate management and employees; and
- Creed Medical Ltd. communicates health and safety policies, goals, and objectives to employees, as required.

3.3 Employee Responsibilities. Employees are responsible for maintaining a safe work environment by acting in a reasonably safe manner consistent with a healthful and environmentally conscious workplace. Every employee is required to follow (i) the Creed Medical Ltd. Global Code of Conduct; (ii) laws and regulations applicable in the relevant jurisdictions; and (iii) Company policies, procedures, business practices, and manuals applicable to him or her, including without limitation, those relating to this Policy.

Accordingly, employees must:

- Be trained and competent on the health and safety aspects for the area in which they work;
- Possess the experience, knowledge, skills, and abilities necessary to discharge his/her responsibilities, or is directly supervised until the desired level of competency and ability is attained;

- Know and follow all health and safety rules, policies, and procedures for the area in which they are working.

- Know the hazards of the materials and equipment they work with, follow the specified precautions, and properly use all safety controls and equipment provided;

- Foster ideas for continuous improvement in safety and health and, where appropriate, pursue high safety and health standards through participation on safety committees;

- Promptly report all health and safety incidents or concerns to their manager and site health and safety staff, e.g., unsafe behaviour/conditions, near-miss incidents, and work-related injuries and illnesses;

- Cooperate fully with workplace inspections made to identify and evaluate hazards, and eliminate unsafe behaviours, conditions, and unsafe work practices;

- Cooperate fully with any investigation by Creed Health into a health or safety incident, and with corrective or preventive measures taken by Creed Health to reduce and/or eliminate risks and exposures;

- Participate in requisite health and safety training and exposure hazards measurement programs; and

- Assure that their work activity is conducted in such a way as to not negatively impact the safety of others, as well as the surrounding community.

Signed

J R Karia

Jahnvi Karia, Managing Director

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