

Global Health and Safety Policy

temenos

Everyone's Banking Platform



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Global Health and Safety Policy

At Temenos we are committed to creating a healthy and safe work environment for all Employees, Contractors and Visitors by integrating sound health and safety practices within our operations. As an IT company we rely heavily on our People to conduct our business. Our People are the most important and valuable asset in the company as they constitute the Temenos culture and help the company reach its business targets and bring exceptional value to its stakeholders.

We have integrated Health and Safety (H&S) in the management of our business in such a way that all activities are considered through the protection of our people at the office and prevention of all types of accidents perspective. We meet or exceed the requirements of the H&S laws applicable in the countries in which we operate. In order to advance a strong H&S culture at all our offices globally, better monitor and manage our H&S systems and comply with all respective regulations worldwide, we have established local H&S procedures and identified and assigned responsibilities and accountabilities at the local level of our offices.

Our Commitments

- To provide a healthy and safe work environment for all Employees, Contractors and Visitors.
- To meet the requirements of the H&S laws applicable in the countries in which we operate.
- To perform appropriate internal audits and periodic self-assessments to ensure the efficiency of H&S procedures are in place, as well as risk assessments for the systematic identification of possible work-related hazards and subsequent actions to minimize danger.
- To establish emergency response and business continuity plans to deal with possible risks, by minimizing possible threats to our personnel and business, while protecting our shareholders' interests.
- To establish H&S crisis management plans and protocols to deal with emerging H&S events like pandemics by having clear procedures and responsibilities from the emergence of the crisis, to management of increased H&S measures and until standing own after the event.
- To establish communication channels and plans to enable two-way communication between Temenos and our employees during emergency events.
- To ensure that all Employees are aware of their H&S responsibilities.
- To ensure that all Employees have access to appropriate H&S training and development.
- To establish an effective internal system for communicating and consulting on H&S matters and addressing possible concerns.
- To facilitate any communication or physical visits from H&S Authorities.
- To ensure that our Employees, Contractors and Visitors comply with this Policy.
- To include H&S management considerations in the Supplier and Contractor selection.
- To review and update this Policy when required in order to be in line with new legislation and in response to changes in company requirements.
- To monitor and continuously improve our H&S performance by designing and adapting systems, processes, and work practices in the direction of better ergonomics and greater safety.
- To provide guidance to employees on nuclear & radiological emergencies by following local state and international procedures, standards & protocols, including those provided by the International Atomic Energy Agency (IAEA) and the International Commission on Radiological Protection (ICRP).

Your Responsibilities:

Employees

All employees are required:

- To respect all H&S principles, standards and procedures, since H&S is a part of the Temenos Code of Conduct and a condition of employment.
- To properly use any office resources provided by the company in accordance with the training and instruction given.
- To put a task on hold if they judge that safety is not adequate, until a competent person takes appropriate measures.

They are encouraged:

- To report any H&S concerns which they believe may present a serious risk to the Health, Safety and Welfare of themselves or others to their line Manager or the Local Office Manager or the HR Manager or the Facilities Manager at a local level.
- To think of innovative ways to improve H&S performance in the workplace.

Line Managers

All line Managers are responsible and accountable for managing workplace health, safety and welfare of Employees under their supervision as well as raising possible H&S issues or concerns to assigned H&S colleagues. When they authorize the access of contractors and other third parties to Temenos offices to ensure that they comply with this Policy and respect all Temenos local office H&S standards.



About this Policy

The Global Health & Safety Policy is an integral part of the Temenos Responsibility Management System. Temenos colleagues assigned with H&S responsibilities at local level are accountable for the implementation of this Policy.

This Policy is part of the Temenos Code of Conduct and the Temenos Suppliers' Code of Conduct. Every Employee, Contractor, Visitor working for and with Temenos is expected to follow this Policy and to report any H&S concern to Temenos.

Document History

Author	Version No.	Date
Kalliopi Chioti	V 1.0	November 2016
Kalliopi Chioti	V 2.0	June 2018
Kalliopi Chioti	V 3.0	July 2019
Guyline Gaudreau Dimitrios Spentzas	V 4.0	June 2020
Jayde Tipper	V 5.0	April 2022

Comments: Added new commitment to nuclear & radiological emergencies

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