

Ferronoux Holdings, Inc.

POLICY RELATING TO THE HEALTH, SAFETY AND WELFARE OF EMPLOYEES

ARTICLE I – STATEMENT OF POLICY AND COVERAGE

It is the policy of Ferronoux Holdings, Inc. (“FERRO” or the “Company”) to provide a positive work environment for its employees and to ensure their health, safety, and welfare while in the workplace. This Policy outlines the Company’s commitment to protect, enhance, and nurture its employees’ health, safety, and general welfare by establishing guidelines, procedures, and responsibilities to achieve a positive work environment.

This Policy applies to all of the employees, officers and directors of the Company (the “**Covered Parties**”) and shall be disseminated to such Covered Parties and disclosed to the public through the Company website.

ARTICLE 2 – GUIDELINES

1. The Company and its Board of Directors will:
 - a. Foster a positive and safe work environment for employees and will provide leadership and resources to ensure the effective implementation of the Company’s health, safety, and welfare programs
 - b. Comply with all relevant health and safety legislation, regulations, and industry standards.
 - c. Provide a work place that is free from harassment or discrimination of any form.
 - d. Provide guidance and supervision to employees to ensure that they perform their duties safely.
 - e. Provide learning and development trainings for employees, to allow employees to improve on their skills and enable them to be competent and adequately trained.
 - f. Provide medical and health insurance and wellness programs to employees.
 - g. Ensure that the workplace promotes and takes into consideration the health and safety of employees and will implement health and safety programs.
2. The employees acknowledge that they also play an important role in promoting and ensuring a safe and healthy work environment. In this regard, the employees will:
 - a. Comply with all healthy and safety procedures, guidelines, instructions, and policies of the Company.
 - b. Promptly report any incidents to management.
 - c. Take reasonable care of their health and safety and that of others who may be affected by their actions.

ARTICLE 3 – HEALTH AND SAFETY AND WELFARE MEASURES

Ferronoux Holdings, Inc.

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1. The Company will provide the following measures in relation to its commitment to provide a safe and healthy workplace to its employees:

Health and Safety

- a. **Risk Assessment:** Regularly assess and identify workplace hazards and implement controls to mitigate risks.
- b. **Emergency Preparedness:** Develop and maintain emergency response procedures, including evacuation plans and first aid provisions.
- c. **Personal Protective Equipment (PPE):** The Company will provide appropriate PPE to employees and ensure its proper use and maintenance.
- d. **Health Promotion:** The Company will implement programs to promote employee health and well-being, including access to health screenings and wellness initiatives.
- e. **Workplace Hygiene:** The Company will maintain cleanliness and hygiene standards in the workplace, including regular cleaning and sanitation practices.

Welfare

- f. **Conflict Resolution:** Establish procedures for resolving conflicts and grievances in a fair and timely manner.
- g. **Anti-discrimination and Harassment:** Maintain a zero-tolerance policy towards discrimination, harassment, and bullying in the workplace.
- h. **Training and Development:** Support employees' professional development through training and educational opportunities.

Communication and Consultation

- i. **Regular Communication:** Regularly communicate health, safety, and welfare information to employees through training sessions, meetings, and notices.
- j. **Open Communication:** Encourage open communication channels for employees to raise concerns, provide feedback, and contribute to improving health and safety practices.

ARTICLE 4 - MISCELLANEOUS

1. **Effectivity.** This Policy shall take effect immediately upon approval by the Board.
2. **Other Applicable Regulations.** This Policy shall be observed and applied to the fullest extent together with the provisions of the Code of Business Conduct, the Code of Corporate Governance for Publicly Listed Companies, the Manual of Corporate Governance, all related and relevant policies of the Company.
3. **Review.** The Board may from time to time direct the conduct of a periodic review of this Policy's effectiveness.
4. **Amendment.** This Policy shall not be amended, altered or varied unless approved by a resolution of the Board.