



Health & Safety Policy

Policy Statement

Absolute Electronics Inc. ("AEI") is committed to providing a safe and healthy workplace for all employees, contractors, visitors, and stakeholders. Protecting people is a core value of AEI and integral to our success.

Commitments Required of Suppliers

- Comply with all applicable occupational health, safety, and environmental laws, regulations, and standards.
- Provide and maintain safe equipment, processes, and facilities to prevent injuries and illnesses.
- Identify, assess, and mitigate workplace hazards through proactive risk management.
- Ensure employees are trained, competent, and engaged in maintaining a safe working environment.
- Encourage open communication and reporting of safety concerns without fear of retaliation.
- Continually improve health and safety performance through regular reviews, audits, and corrective actions.

Application

This policy applies to all AEI employees at every level, as well as contractors and visitors at AEI facilities. Everyone is responsible for working safely and supporting AEI's safety culture.

Review & Communication

This policy is communicated to all employees, posted in work areas, shared with stakeholders as needed, and reviewed annually by AEI top management.

A handwritten signature in black ink, appearing to read 'Kishor Patel', written over a light blue horizontal line.

Kishor Patel
President
9/24/2025