

# Health and Safety Policy

TMG's senior management is committed to providing a healthy and safe workplace for all employees.

TMG's Secretary reports to the Chief Executive Officer on Health and Safety ("H&S") matters. The Secretary heads an H&S team that includes the Vice President of Operations, the Vice President of Human Resources and the Vice President of Safety. The H&S team ensures company-wide compliance with H&S policies, including compliance with all applicable H&S laws and regulations. At least annually, the H&S team reports to senior management regarding risk assessments, developments and incident reports. The H&S team works closely with management and employees to ensure that the H&S policy is effectively communicated, implemented and maintained across the business. Managers of the worldwide sites are accountable for ensuring their areas of the business are in compliance with H&S policy.

The company maintains H&S risk assessments and accident books for all its locations worldwide (including where there is no local legal requirement to do so) and staff are encouraged to report all accidents or near misses. The H&S team conducts regular reviews of any accidents and this policy.

During the year there were no serious injuries, fatalities or reportable incidents. Accidents have typically included infrequent bumps and scalds from hot drinks associated with the office environment.