



Our health and safety policy is to:

- Prevent accidents and case of work-related ill health
- Manage health and safety risks at work
- Ensure all employees are aware of our protocols for managing health and safety risks, and our emergency procedures
- Review this policy at least annually

Shai Hill (CEO) has overall and final responsibility for health and safety. Day-to-day responsibility for ensuring this policy is put into practice lies with Shai Hill (CEO) and Tim Murnaghan (CTO).

All employees should co-operate with supervisors and managers on health and safety matters, take reasonable care of their own health and safety, and report all health and safety concerns to an appropriate person (as detailed above). All employees moreover have an open forum each Friday in which they can express any concerns about health and safety issues.

A risk assessment has been conducted after the recent expansion of our office space, and will be reassessed if and when working conditions or habits change.

This assessment has concluded that the overall level of risk to the company's employees work-related health and safety is very low. The working environment is a secure air-conditioned office, with reliable computer equipment, and power supply outlets that are regularly tested by our landlords, Office Space in Town Limited (OSIT). There are no hazardous materials or machinery on site.

All areas of the London office building are protected by CCTV cameras and fire alarms. There is a dry riser inlet in our office space, fire extinguishers just outside the entrance doors to our discrete office space, and a clear evacuation procedure, with details posted on the inside of the two entrance doors to our office space.

Fire alarms are tested weekly and there is an evacuation drill test every three months.

The kitchen and lavatories for employee use are cleaned three times per day, and our discrete office is cleaned once per day, by a cleaning company contracted by OSIT, thereby managing hygiene risks.

Employees are not required to work overtime, and are encouraged to confidentially discuss any stress or mental-health related issues with their team head. Employees are not required to work on weekends or respond to messages outside of office hours.

Furthermore, the company pays for employees to have access to a large gymnasium on site, which is open 24/7, and employees are encouraged to use this even during ordinary office working hours.

Our policy also states that employees who suspect they may have a transmittable virus, even if minor and not rendering them unfit for work, are encouraged to work from home.