The Tidhar Safety Concept

Tidhar's safety policy was developed with the goal of making all of the Group's construction sites and work areas safer, in order to protect the lives and personal safety of its employees and subcontractors, as well as other workers who may visit the site duringthe construction process.

1. **Duty of Care —** Every worker at the construction site has a duty of care, and each act or action must be performed with full awareness of how to fulfill this moral and legal duty. Every worker has the right to refuse to start work or, if work has already begun, to stop work, if, in his view, the work is putting himself or others in danger. Any worker who acts in accordance with this duty in such a way is entitled to a reward and a mention in the daily briefing.

2. **Increased duty of care —** Managers and all officers who have the authority to instruct others to perform actions, or refrain from performing such actions, have an increased duty of care and must therefore act with awareness of and full attention to this moral and legal duty, in order to maintain the safety of all workers.

3. **Conflict between safety and productivity** — In any case of conflict between productivity and safety, safety considerations must always prevail over productivity considerations.

4. **Zero tolerance for unsafe behaviors and unsafe situations —** Complete, visible intolerance for unsafe behaviors and situations, manifested through immediate intervention and correction of deficiencies, leading to the reinforcement of positive behavior without losing the workers' sense of partnership in this vision and, where possible, even enhancing that partnership.

5. **Positive intervention —** All intervention to prevent dangerous situations or unsafe behavior will be done in such a way that it does not increase the danger and will take the form of offering assistance to the worker, with the goal of transforming unsafe behaviors into safe, beneficial behaviors with a sense of choice and partnership.

6. **Reinforcing, encouraging, and rewarding safe behaviors —** The company's management will implement a system of providing rewards and positive reinforcement, preferring these over deterrence and punishment, due to the recognition that motivating workers in these ways demonstrates care and concern for their safety and will increase their willingness to be partners in this safety policy during any given project and over time.

7. **Environment that promotes safety, order, cleanliness, and proper signage of the site and entire work area —** Foremen will make a constant, continuous effort to maintain safe, orderly, clean, and clearly signposted work environments.

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8. **Emphasis on the involvement of the owner, general manager, and members of the general management team in the organization's safety management system —** The owner, general manager, and senior managers will demonstrate active involvement in the safety management system and performance in line with its policies.

9. **Preparedness is a necessary condition for implementation —** Safe, reliable implementation is a direct result of proper preparation for the work. Therefore, no activity will begin until the person directly responsible for the activity has checked and found that all preparations for the implementation of the work have been completed. If there is any deficit in the preparations, they must be completed before the work begins.

10. **Start-of-workday briefing —** The foremen, or someone acting on their behalf, will hold a safety briefing for the various teams each work day, during which they will refresh the knowledge and awareness of the workers regarding various safety issues. They will also draw the workers' attention to the safety risks typically associated with the activities planned for that day and how to prevent them.

11. **Directly responsible person for implementation and safety —** All work and tasks will only begin if a directly responsible person for the implementation and safety of the task has been appointed. His direct responsibility begins with ensuring the safety of his subordinates.

12. **Safety authorizations —** Increasing safety measures and enhancing the responsibility of team leaders — certain work, as determined by the company's management, will only be carried out after the fulfillment of the conditions for their preparation and safe execution. These conditions will have been communicated by the foreman, via safety authorization forms, to the team leaders defined as responsible for performing these tasks

13. **Start-of-work management and identify-assess-control tasks —** Project managers and foremen will identify the start points of new work tasks or new stages in work already being performed. They will personally manage the preparations for them and the start of their implementation and, in this way, ensure a high level of control over both planned and unplanned events.

14. **Briefings prior to a work assignment and tasks —** Every person who has been appointed to be responsible for the implementation of the work will hold a briefing before each task for all workers who are planned to participate in the work. During this briefing, he will present the safety risks associated with this work and ways to prevent such risks.

15. **Self-monitoring of safety management performance with the involvement of all relevant parties and enforcement officials in the findings of this self-monitoring process —** Self-monitoring safety performance checks will be conducted at all of the company's construction sites at least once a month.

16. **Reporting and investigating safety incidents, with an emphasis on "near miss" incidents —** All safety incidents / near misses will be investigated by the construction site managers, in accordance with the standard outline published by the Israel Builders Association.

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