



**OCCUPATIONAL HEALTH & SAFETY MANAGEMENT POLICY
(the “Policy”)**

Argo Group International Holdings, Ltd.

As adopted by the Executive Committee,

Effective December 14, 2022

General Policy

It is Argo Group International Holdings, Ltd.’s (the “Company” or “Argo Group”) policy to ensure a safe, healthful workplace for all of our workers.

Application

A worker is a person who carries out work in any capacity for the Company, they can be:

- employees,
- trainee or work experience student
- contractors or sub-contractor
- temporary workers

Scope

This Policy applies to all workers as well as other persons operating within Argo Group’s premises.

This Policy applies equally to homeworkers, and Argo Group will ensure as far as is reasonably practicable that appropriate Occupational Health & Safety arrangements are maintained.

This Policy will be communicated to all employees and stakeholders who may be affected by the Company’s operations.

Purpose

This Policy aims to provide and maintain a healthy and safe working environment by eliminating hazards, reducing health and safety risks, and raising awareness.

Workplace safety risk exposures are recognized as an enterprise risk exposure with the Company’s enterprise risk management framework, and appropriate controls are maintained in place to reduce this risk to acceptable levels. Failure to adequately manage these Health & Safety exposures are recognized as potentially creating a material reputational risk exposure.

Occupational health and safety procedures and arrangements will be proportionate to the level of safety and health risks arising from the Company’s activities.

Argo Group is committed to continual improvement in performance related to the way that Occupational Health and Safety risks are managed.

Background

Argo Group is committed to providing safe and healthy working conditions, as outlined in the Code of Conduct & Business Ethics.

Each worker has the responsibility for maintaining a safe and healthy workplace by following environmental, safety, and health rules and practices and reporting accidents, injuries, and unsafe equipment, practice and conditions.

The Company is committed to recording, managing, investigating, and reporting all accidents and injuries that occur to its workers and/or on its premises through its Human Resources procedures to management and where appropriate to the relevant external regulatory bodies in a timely manner.

It is everyone's responsibility to contribute to a healthy and safe workplace.

Workers' Duty

- take reasonable care for their own health and safety;
- take reasonable care for the health and safety of others; and
- comply with instructions, policies and procedures given by the Company.

Workers' Responsibilities

As a worker, you must take reasonable care of yourself and not do anything that would affect the health and safety of others at work. You must follow health and safety instructions as set out by the Company.

It the workers' responsibility to:

- work safely;
- follow instructions;
- ask if you're not sure how to safely perform the work; and
- report injuries, unsafe and or unhealthy situations to your manager or to the Chief Administrative Officer.

Workers' Right to Refuse

Workers have the right to refuse to do work that they believe is unusually dangerous. The unusual danger may be to you or anyone else.

An unusual danger could include such things as:

- a danger that is not normal to perform your job;
- a danger under which you would not usually carry out to perform your job; and
- a situation for which you are not properly trained, equipped or experienced.

Company's Duty

- assess the risks to the health and safety of its workers;
- record the significant findings of risk assessments and the arrangements for health and safety measures;

- implement measures where an accident or injury occurred;
- make arrangements for implementing health and safety measures identified as necessary by assessments;
- ensure work equipment is suitable for its intended use as far as health and safety is concerned, and that it is properly maintained and used;
- ensure workplace satisfies health, safety and welfare requirements, e.g. for ventilation, temperature, lighting and for sanitary, washing and rest facilities; and
- report injuries, diseases and dangerous occurrences to the appropriate health and safety enforcing authority.

Business Continuity and Emergency Management

Business Continuity and Emergency Management plans should address the life safety aspects of natural hazards associated with flooding, windstorms, earthquakes, and wildfires where these Company facilities are exposed to these risks.

Third Party

The Company recognizes the importance of maintaining the same standards in its supply chain and through its Outsourcing Policy, has established and maintains systems and controls to mitigate the risks associated with outsourced activities. The Company will, when relying on a third party or affiliated entities for the performance of operational function maintain oversight and accountability for these activities as if they were performance internally and subject to the Company's own standards for corporate governance and internal control and ensure that the outsourcing service agreements include the applicable requirements for compliance with jurisdictional laws and regulations and timely access to data and records.

Policy Review

The Executive Committee shall review this Policy at least annually. Questions about this Policy should be directed to the Company's Chief Administrative Officer.