



GROUP SAFETY, HEALTH, ENVIRONMENT, AND QUALITY(SHEQ) POLICY

The safety and wellbeing of all our people, our stakeholders and the environment, is very important to us. It is fundamental to the sustainability and growth of our operations. **Our aspiration is to operate sustainably, without harm to people, the environment and the communities in which we operate.**

Our Zero Harm integrated approach to the management of Occupational Safety, Process Safety, Occupational Health, the Environment, Product Transportation, Responsible Care® and Quality, is based on the fundamentals of:

- Accountable Leadership;
- Engaged and Empowered Employees;
- Risk-based SHEQ Management; and
- Continuous Improvement.

This approach is detailed in the AECI SHEQ Framework, which is implemented and embedded by the Management of every business at AECI, to enable the journey towards Zero Harm. The AECI Social, Ethics and Sustainability Committee, on behalf of the Board of Directors, is responsible for the approval of the SHEQ Policy. The AECI Executive Committee, guided primarily by the AECI Safety, Health and Environment Committee performs an annual review to ensure that it continues to set and meet intended objectives, oversees Group-wide implementation of the SHEQ Policy, and monitors SHEQ performance.

WE ARE COMMITTED TO:

- *Providing a safe, secure and healthy working environment for all our people;*
- *Operating our business with integrity and Responsible Care®;*
- *Creating a climate conducive to Zero Harm where people are empowered to exercise the desired behaviours;*
- *Complying with all relevant safety, health, environmental and duty of care legislation and other requirements in the countries where we operate;*
- *Responsibly managing our environmental impacts and preventing pollution;*
- *Safely transporting and delivering all our products and services;*
- *Proactively managing SHEQ risks through effective preventative and corrective controls;*
- *Embedding high standards and processes as detailed in the AECI SHEQ Framework;*
- *Meeting and exceeding customer requirements and expectations for quality products and services;*
- *Training and developing employees and contractors in all relevant aspects of SHEQ;*
- *Promoting and actively driving environmental solutions towards a sustainable future;*
- *Fostering and encouraging open dialogue with interested and affected stakeholders; and*
- *Sharing SHEQ results, good practices, learnings and solutions openly and extensively.*

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

Holger Riemensperger

Group Chief Executive
AECI Limited
October 2023