



Genuit Group Health, Safety & Environmental Policy

Genuit Group considers the health, safety and wellbeing of its employees an integral part of its business activities and one of the most important aspects of our business performance. It is our intent that we minimise the lasting impact of our operations on the environment and that we take account of sustainability in our product design and applications. Genuit Group's HSE vision is to develop a culture of *Interdependence* – a culture where 'Zero Harm is possible'.

Genuit Group shall, so far as is reasonably practicable, ensure that:

- We provide and maintain the working environment so that employees, visitors and others are safe, without risk to health and with adequate provision of facilities and arrangements for their welfare.
- We adhere rigorously to all relevant laws, regulations and industry standards. We continuously monitor and update our policies to ensure full compliance, providing a safe and legally sound working environment for all.
- We systematically identify, assess, and manage risks, implementing standardised control measures to reduce or eliminate them. Our goal is to proactively minimise the likelihood of incidents.
- We invest in our entire workforce's knowledge and skills. Our employees receive comprehensive training to handle their roles safely and responsibly. Continuous learning and development are embedded in our culture to maintain a competent workforce.
- The well-being of our employees is paramount. We provide a supportive environment that promotes physical and mental health. Regular health assessments, wellness and assistance programmes and access to resources are all part of our commitment to a healthy workforce.
- We clearly define and communicate organisational responsibilities for the management of health, safety and environmental protection. Our senior leadership are accountable for their role in meeting our commitments.
- We communicate and consult with employees on all matters which could affect their health and safety at work; we expect our employees to be proactive, encouraging everybody to speak up, report hazards and near misses and stopping any unsafe acts. We will always listen to and act on any genuine concerns.
- We investigate all accidents, cases of work-related ill health and environmental incidents to identify root causes and take effective action to prevent recurrence.
- We monitor and review health, safety and environmental performance using appropriate targets, objectives and KPI's striving for continuous improvement.
- We optimise the use of water and utilities, taking steps to reduce waste generation and disposal, increase recycling and prevent pollution.

The objectives of this policy can only be achieved with the support and commitment of all employees. This is not simply a management obligation: all employees have a moral and legal duty, whilst at work, to take reasonable care for their own health, safety and environmental impact, and that of other people who may be affected by their actions or omissions. Compliance with health and safety and environmental rules, policy and procedures is a condition of employment.

The arrangements for implementing this policy statement are contained in the Health & Safety and Environmental Policy and Procedures, which are available on the Company intranet and from site HSE team. These will be monitored for effectiveness and compliance and will be regularly reviewed.

A handwritten signature in black ink, appearing to read "Joe Vorih".

Joe Vorih, Chief Executive Officer

Date: March 2024

Next Review: March 2025