



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. Genuit Group recognises that Climate Change is a relevant issue and it is our intent to 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 the goal.

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 actively identify, evaluate and control risks, applying control measures to reduce or remove them. Our aim is to prevent incidents before they occur. This approach also covers psychosocial risks, taking into account key stress factors such as the HSE's Management Standards of Demands, Control, Support, Relationships, Role and Change.
- 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 promote physical and mental health through a supportive environment, regular health assessments, wellness and assistance programmes and we provide support, reasonable adjustments and involve employees in improvements.
- 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 resources by reducing waste, increasing recycling and preventing pollution and we continually improve our environmental performance.

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 Health & Safety and Environmental policies and procedures, which are available on the Company intranet and from site HSE teams. These will be monitored for effectiveness and compliance and will be regularly reviewed.

Joe Vorih, Chief Executive Officer

Date: March 2026

Next Review: March 2027