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Group SHE Policy

1. Policy

This 2036 vision and the seven strategic goals act as the framework for all our company activities, and we are managing all our key company initiatives under these goals. All seven of the strategic goals have relevance in respect of safety, health and environmental management and performance.

The goals relating to 'acting beyond compliance', 'striving for excellence' and 'protecting our environment', underpin our objective for Zero Harm and the establishing of 'world-class' Safety, Health and Environment (SHE) systems and performance; where it is a business enabler that adds value by protecting our colleagues, all those we interact with, our assets and the environment, with personal accountability for SHE embedded within our culture.

We believe that all work-related injuries, occupational illnesses and environmental incidents are avoidable and that nothing is more important than the safety and health of our colleagues.

Safety, health and environmental management is not something that will thrive in a manual on a desk, or on a poster on a wall. It is a responsibility that needs to be picked up and carried by each and every one of us. We must all lead by example and hold each other accountable. Every one of us has a personal duty to work in a safe, professional and environmentally responsible way at all times. We owe that to our colleagues and our customers; we owe it to our families; and we owe it to ourselves.

To achieve this we will:

- Instill 'zero harm' attitudes and behaviours across all our colleagues, and within the principles that guide the way we work
- Not undertake any activity where the risk has been identified as intolerable
- Empower all our colleagues to stop any process or activity where they have reasonable grounds to believe it is unsafe or gives rise to an unacceptable risk to the environment
- Establish a robust SHE management system, setting standards that reflect industry best practice and go beyond statutory requirements in the countries in which we operate
- Establish annual SHE performance targets and improvement plans, seeking out opportunities to learn and continuously improve
- Minimise our impact on the environment through minimizing waste, reducing our environmental footprint and off-setting emissions
- Ensure our colleagues have the required competencies and resources to undertake their activities without adversely affecting anyone's safety and health or the environment
- Establish a culture of openness and honesty where the views of our colleagues, customers and neighbours are actively encouraged on SHE matters in support of continuous improvement
- Challenge each other, not only when we identify unsafe practices, but in order to ensure we go beyond compliance to achieve high SHE standards

As Chief Executive, supported by the GLT, I have overall responsibility for implementation of this policy, however it is only by working together in the delivery of this that we will create a Scott Bader that can boast 100% safety and zero harm.

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2. Supporting Policies

This Policy should be read in conjunction with the complimentary policies ***GP-SHE-POL-101 Group Process Safety Policy***, ***GP-SHE-POL-201 Group Occupational Safety and Health Policy*** and ***GP-SHE-POL-301 Group Environmental Policy***.

3. Communication

This Policy will be:

- brought to the attention of all colleagues, including posting on key notice boards at all sites,
- brought to the attention of visitors and contractors working on Scott Bader sites along with any other relevant SHE requirements, and,
- made available to any interested party through the Scott Bader internet site.

4. Review of Policy

This policy will be reviewed, and when necessary revised, and formally re-issued at intervals not exceeding 24 months.

5. Authorising Signatory

Kevin Matthews – CEO

26th May 2021

Date

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DOCUMENT CONTROL

| Issue / review date | Description of change | Author | Approved |
|---------------------|---|--|----------------------|
| 26/05/21 | First issue | David Jones – Group SHE & Sustainability Manager | Kevin Matthews – CEO |
| 14/06/21 | Error in supporting policy numbers in section 2 corrected | David Jones – Group SHE & Sustainability Manager | Kevin Matthews – CEO |