

# Health Safety & Environmental Policy

Sicame UK is committed to sustainable and safe operations that protect the health, safety and environment of its employees. We will put in place necessary measures required to prevent losses. This is a primary objective for all individuals and the collective responsibility of all employees. We are committed to meeting the requirements of ISO 14001:2015.

The protection of the health and the improvement of safety of everyone who works for or on behalf of Sicame UK is a guiding principle in all our operations. The policies and practices of Sicame UK address the following key principles.

- Provide employees and those who visit or work at Sicame UK locations with safe and with the necessary resources, equipment and training.
- Ensure compliance with all applicable occupational health, safety, and environmental legislation along with other requirements to which we need to comply with (including customer specific requirements)
- Integrate occupational health and safety, as well as environmental management, into our business and processes.
- Regularly assess potential risks to employees from our activities with the intention of preventing of losses.
- Continuously improve our health and safety performance through the implementation of new practices and technologies.
- Efficiently and effectively prevent environmental pollution, through energy and resource consumption optimisation, as well as the increase of waste recycling from our current and future activities and products, working with our suppliers and customers to promote responsible use throughout their life cycle.
- Prevent occupational illness, and improve occupational safety through the effective communication, training, and by sharing best internal and external practices.
- Take adequate action to remedy situations identified in the course of audits, near misses in order to improve safety, workplace conditions and environment management, while protecting occupational health.
- Ensure our suppliers, contractors and other sub-contractor partners follow the same standards and place equal high priority on health, safety and workplace conditions and consultation with workers.

The equitable application of these principles is the responsibility of both management of these principles is the responsibility of both management and individual employees to ensure safe and working conditions and consultation with workers.

This policy will be reviewed at least annually, updated as necessary, communicated and made available to all employees and persons working for or on behalf of Sicame UK.

Darren Marshman:

Managing Director:

Date:



21<sup>st</sup> August 2023