

ENVIRONMENTAL HEALTH AND SAFETY POLICY

EACH AND EVERYONE'S COMMITMENT TO ONE OTHER

OUR GOAL – ZERO TARGET: ACCIDENT, PROFESSIONAL ILLNESS, ENVIRONMENTAL INCIDENT!

The health and safety of our staff and collaborators, and, the long term sustainable environment for future generations are fundamental and at the heart of the wellbeing of the SULO Group.

We have the belief that:

- All accidents, occupational diseases and environmental incidents can and must be prevented, together with minimization of our use of energy and natural resources.
- All our employees, subcontractors and visitors have the right to a safe working environment. We must guarantee the safety and the well-being of all those who work, visit or live near our sites.
- Each employee is primarily responsible for their own safety. They are also responsible for the safety of their colleagues. This is reflected in everyone's personal commitment to implement and respect company policy, standards and procedures.
- All management, starting with the Executive Committee of the SULO Group, is responsible for the implementation of this policy and must behave in an exemplary manner.

THEREFORE OUR OBJECTIVE IS CLEAR: ZERO accidents, ZERO occupational diseases, ZERO environmental incidents, ZERO non recycled waste.

For this reason, the SULO Group is committed to:

- Ensure the observation of laws and regulations, company procedures and standards,
- Involve all employees and stakeholders, particularly through Safety-related meetings Health-Environment at every level of the company,
- Carry out the risk assessment processes and implement actions to avoid them, to develop permanent standards to implement best practices,
- Encourage entities to adopt the necessary health, safety and environmental management systems,
- Take into consideration health, safety and all environmental aspects into account when designing our products and services over their entire life cycle,
- Put in place indicators to measure the effectiveness of actions, define improvement objectives, and put in place the necessary continuous improvement processes,
- Make available the means allowing all employees to reach the objective ZERO accidents, ZERO occupational diseases, ZERO environmental incidents, ZERO wastes not recycled,
- Develop communication and training at all levels of the company to contribute and develop our Health, Safety and Environmental culture,
- To continuously give priority on the day to day, within the SULO Group, to Health, Safety and the Environment, which are also the first item on the agenda at each meeting.

Each SULO Group entity implements a Health, Safety and Environment plan for the implementation of those commitments. The Executive Committee meets regularly, as a guiding committee, to define and adapt the company policy and its means, and review its results against the target ZERO.

Within our workplaces and in every action we take, it is our personal commitment through leading by example which will make the difference. We count on everyone in the SULO Group.

Each member of the Executive Committee is personally engaged in the improvement of this process, within the heart of its team and within the daily tasks of the Company.

The Executive Committee