

Health, Safety and Environment (HSE)

The health and safety of employees, neighbors and others affected by our business activities as well as the protection of the environment are essential for us.

HEALTH & SAFETY

We provide our employees with safe working conditions and strive to protect them from potential health hazards and injuries. A risk assessment such as a Process Risk Analysis or Workplace Health Risk Assessment is carried out on a regular basis. Management is responsible for implementing and maintaining good health, safety and environmental practices and leading by example. Employees need to fully support the HSE guidelines and we expect colleagues to make each other aware of unsafe behavior.

ENVIRONMENT

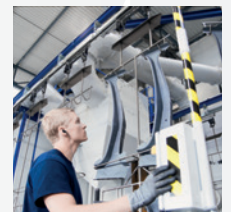
We strive to use natural resources responsibly and to minimize the environmental impact of our activities. This includes maximizing energy efficiency in our operations and using sustainable packaging. We strive to use natural resources responsibly by minimizing our environmental footprint in daily work, including applying the hierarchy of waste prevention measures (avoid, reduce, recycle and reuse all materials).

CONTINUOUS IMPROVEMENT

We continuously drive improvement in our HSE management systems and performance. Management sets annual objectives and targets and regularly measures performance against them. All employees are expected to take early action if deviations occur. We draw lessons learned from accidents and events. These are used to raise and improve our standards and communicated to prevent recurrence.

COMMUNICATION

We communicate HSE results and activities on a regular basis internally to support an ongoing awareness.



**WE ARE COMMITTED
TO ENSURE A HEALTHY
WORK ENVIRONMENT
AND TO DRIVE A ZERO
ACCIDENT CULTURE**