



Health, Safety & Environment Policy Statement

At Ecotone our people make the difference in driving our results. We can only be successful if we provide the necessary tools and resources in a work environment which fosters the safety and health of all employees and business partners. ,

We believe all incidents are preventable and feel empowered to protect the Health & Safety of our employees, contractors, visitors and others affected by our operations, in the work environment and beyond. Towards ZERO accidents must be the rule, not the exception. Therefore safety is a value for us and not just a priority, as priorities change.

Our company mission is the foundation of our Health, Safety & Environment (HSE) Policy. While we are required to meet HSE legal requirements everywhere we operate (as well as other standards, internal and external) our aim is to go beyond mere legal compliance by continuously improving our HSE management and performance through our Ecotone Health, Safety & Environment Management Standards, and related Risk Control Standards.

We will **communicate** this Policy by, ensuring it is displayed at each Ecotone facility **and apply** it by:

- ☑ **Providing strong governance** through the Ecotone European Leadership Team and other competent HSE resources.
- ☑ **Providing the necessary resources to build capability and competence** to effectively manage Health, Safety & Environment Risks, through standards and audit processes.
- ☑ **Implementing an effective and documented** HSE Management System and continually reviewing and improving it.
- ☑ **Identifying hazards** and assessing HSE risks, resolving them in a timely way to ensure they are minimized, avoided or adequately controlled.
- ☑ **Setting** Health, Safety & Environment objectives, targets and plans that continually reduce the risks and hazards to which our Associates and others are exposed.
- ☑ **Ensuring** our business units and equipment are **designed, installed, operated and maintained** in a safe manner.
- ☑ **Ensuring** Employees and others who work with us are **competent** to fulfill their tasks through the provision of **supervision, information, instruction and training**.
- ☑ **Empowering** Associates and others working with us to stop anyone on site from inattentively or deliberately breaking safety procedures or standards and **providing** arrangements to **consult** with and enable Associates and others working with us to raise issues of HSE and contribute to their resolution.

In return, Ecotone expects all Employees, suppliers and visitors on company business to conduct themselves in a safe manner (whether on or off company property), to comply with all applicable Ecotone policies and promptly report any HSE hazard(s).

Our commitment is that we provide a safe work environment where people want to join, stay and grow.

Ecotone European Leadership Team

Christophe Barnouin
CEO Ecotone