



Beckers Group

Group Environmental, Health & Safety (EHS) Policy

The management puts great emphasis on providing a safe and healthy working environment by focusing on prevention of workplace accidents and illnesses in all of our facilities. The impact that all our activities have on Environmental, Health & Safety (EHS) is a fundamental part of how we conduct our business. Our ultimate goal is to have no accidents or incidents, and we will seek to meet this goal by continually improving against challenging annual targets. The Group COO, assisted by the Executive Group Leadership team, has overall responsibility for establishing and implementing a policy to deliver continuous improvement in EHS performance throughout the business, and ensuring compliance with all local regulations.

Based on these parameters our policy is to:

- As a minimum, adhere to local labor requirements and social legislation wherever we do business; in addition, we collaborate proactively with authorities whenever we can to improve laws and regulations governing labor law and all legal requirements;
- Maintain an effective process which annually sets improvement targets and ensures accurate measurement and reporting of performance on a regular basis;
- Focus on process improvement which contributes to a healthier and safer work condition for both our own employees and our customers and the impact on our environment;
- Provide appropriate and adequate training for all employees to ensure they can work safely and are able to contribute to EHS performance;
- Establish local Health & Safety committees;
- Investigate and establish root causes of all serious and potentially serious accidents and incidents and ensure effective communication throughout the organization to facilitate shared learning and risk reduction;
- Regularly conduct EHS audits to assess the effectiveness of our policy, system and performance, supported by external accreditation where appropriate;

- Work continuously to reduce the impact of our operations through the reduction of risks to our employees and neighbors, VOC emissions, waste generation and energy consumption at each of our locations;
- Work to create a culture in which employees take responsibility for their own safety and that of their colleagues by strategically identifying and avoiding high-risk behavior.

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