

Marcura[®]

The Marcura Group HSE Policy

Health, Safety and Environment Policy Statement

The management of The Marcura Group (the “**Group**”) is committed to ensure the health and safety of staff and third parties visiting Group premises through providing a safe and suitable environment. The Group must employ effective accident and illness prevention measures Group-wide in an effort to eliminate workplace hazards. These measures will help to protect Group employees, customers and other Group stakeholders. The effective measures will result in Group employees being able to perform their work more easily and safely. This will help to boost morale, increase productivity, reduce costs which should lead to increased profitability within the Group.

Our key Health, Safety & Environment (HSE) Policy initiatives for an effective Integration Management System (IMS) include:

- Providing adequate control of the health and safety risks arising from our work activities; protecting the environment and preventing pollution.
- Developing skills and competencies of the people and creating HSE awareness using toolbox talk, training and communication.
- Ensuring sufficient and competent resources are made available within the Group.
- Providing a framework for setting and monitoring the OH&S objectives and identifying corrective actions for taking action to achieve continual improvement.
- Reviewing and revising the HSE Policy as necessary at regular intervals.
- Complying with applicable regulatory and legislative requirements and prioritising corporate social responsibility.
- Encouraging and consulting with employees on matters related to their physical and mental well-being for in-office and remote work setups.
- Providing adequate supervision of employees.