

Our Environment Health and Safety Policy Statement

Pelsis Group considers that the health, safety and welfare of our workers and other stakeholders affected by our activities is essential to achieving consistently high standards in all its activities.

Pelsis Group also believes that minimising its impact on the environment and working in harmony with nature is critical to success as a responsible business.

Pelsis Group is committed to providing safe and healthy working conditions for the prevention of work-related injury and ill health, including mental health, and to protecting the environment.

This commitment is evidenced by:

- Senior Management demonstrating leadership and commitment;
- Defined and clear Environment Health and Safety objectives that are cascaded through the Group, integrated into each site's activities, monitored and reviewed on a regular basis;
- A commitment to complying with legislative and other requirements;
- Providing workers with training, information, adequate resources and a safe working environment;
- Pelsis workers understanding their obligations and responsibilities to take reasonable care of their own health and safety, and that of others who may be affected by their acts or omissions; Health and Safety is everyone's responsibility;
- A commitment to identify hazards, assess risks and opportunities and implement risk control measures to eliminate hazards and reduce Occupational Health and Safety risks;
- A commitment to the protection of the environment, from the development until the final use and disposal of our products. This includes minimising waste, preventing pollution and ensuring the protection of biodiversity and ecosystems, including the use of sustainable packaging and resources;
- Encouraging our contractors, suppliers and consultants adhere to the same standards;
- A commitment to consultation, communication and participation of workers or workers' representatives and, where applicable, with other interested parties;
- A commitment to continual improvement of our EHS management systems and ultimately, of our performance.

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CEO
Pelsis Group

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VP Operations and Business Excellence
Pelsis Group