

Health and Safety and Environment policy

As a cornerstone of our business strategy, and as part of sustainability commitments, our Health and Safety and Environmental (HSE) policy aims at establishing the foundations to secure our operations and products as environmentally and socially responsible.

Through the HSE policy, Gurit management commits to PDCA (Plan, Do, Check, Act) approach and continuous improvement within the framework of established processes, on the aim of ensuring a safe and adequate working environment, and a sustainable use of resources.

Commitment to comply with all legal requirements applicable to our activities and products, as well as requirements of ISO 45001, 9001 and 14001, and other voluntary agreements, where implemented, is a cornerstone of Gurit governance principles, holding up on Gurit's Code of Conduct.

The HSE policy applies to all companies that are part of the Gurit Group.

The HSE policy relies on the following principles:

Health and Safety

- Commitment to provide safe and healthy working conditions for the prevention of injuries and deterioration of health including promotion of physical and mental wellbeing.
- Commitment to map, eliminate hazards and mitigate risks, involving employees in their identification and mitigation and ensuring all incidents, near misses, and unsafe conditions are reported, investigated, and used as learning opportunities.
- Commitment to define effective and robust emergency response plans.
- Responsibility on occupational risk prevention management involves whole organisation and a commitment to incorporate the approach into all activities, including those of suppliers, sub-contractors, and visitors.
- Commitment to mitigating, to the extent possible, the impact of products on customer health and safety by maintaining up-to-date Safety Data Sheets (SDS) and Technical Data Sheet (TDS) relevant to their intended use.
- Ensure personnel and relevant stakeholders are continuously trained on Health & Safety to address and prevent risks and emergencies.
- Commitment to consultation and participation of workers and workers' representatives on Occupational Health and Safety (OHS).
- Safety is everyone's responsibility to preserve own and others' wellbeing.

Environment

- Commitment to environmental protection, including atmospheric pollution prevention, efficient and sustainable use of resources, and climate change mitigation,

in alignment with a comprehensive assessment of environmental impacts toward their mitigation, and ultimately, elimination or reduction to net zero.

- Ensure design of product and processes to protect environment and human health and safety, along the life cycle, from a circularity perspective to the extent possible, fostering clean technologies to reduce emissions and optimise resource utilisation during product development and business practices.
- Responsibility to manage chemical and hazardous materials to mitigate and ultimately eliminate risks.
- Promotion of protection and conservation of biodiversity.

Resources considered necessary to support the implementation of the HSE policy and the achievement of annual objectives will be allocated as appropriate.

The HSE policy is communicated to relevant internal and external stakeholders, maintained and updated upon business requirements and is publicly available.

The HSE policy is complemented by the Gurit Water Management Guidelines, Gurit Waste Management Guidelines, Gurit Hazardous Chemical Management Policy and all relevant procedures and documents developed by sites.

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