

## Group Health, Safety and Environmental Policy

At Hempel health, safety and environmental (HSE) responsibility is anchored in our values as well as in our Code of Conduct. We care about safety and the environment and strive to continually improve our approach not only to protect our employees around the world but also to enable us meet expectations in the coatings industry as a trusted brand and partner.

Our policy sets out three key commitments:

### Comply



We will meet with all applicable HSE legal and non-regulatory obligations

### Prevent



We work to prevent pollution, illness and injuries

### Improve



We will continuously improve on our HSE performance over time

To fulfil our policy commitments, we:

- Ensure HSE compliance is fully integrated into our business processes
- Empower our leaders and managers to actively demonstrate their commitment to HSE and continuous improvement
- Seek opportunities to integrate environmentally sustainable technologies and safer materials when developing new products and solutions
- Promote a healthy and safe workplace, where we follow rules applicable to our job and safety standards
- Always stop work and report any unsafe, or potentially unsafe conditions or behaviours
- Encourage all employees to bring forward suggestions to improve safety or reduce environmental impact
- Actively maintain our group management system and continuous improvement tools to establish and achieve HSE objectives