



Environment, Health & Safety (EHS) Policy

Overview

Environmental stewardship – like the health and safety of our employees, contractors, and the community in general – is of paramount importance to Oxkem. It exemplifies our commitment to serving our customers responsibly, acting with integrity, empowering our people, and developing innovative solutions.

Our EHS responsibility applies in every aspect of our business – in our office, our manufacturing facility and laboratory, and in our choice of business partners. Guided by our corporate values, and supporting our Supplier Code of Conduct, we follow these principles:

Compliance

- We meet or exceed all applicable EHS regulations and company standards.
- Our employees and contractors have a responsibility to comply with all applicable EHS requirements.
- We follow established policies, procedures, and share best practice to create safe and compliant workplaces and ensure environmentally responsible operations.

Employee safety

- We encourage and empower our employees to identify the safety risks associated with their roles, to understand them and, where possible, to mitigate them.
- We promote a 'speak-up' culture in which employees report all potential and actual risks and incidents.
- Oxkem's working culture promotes physical and mental well-being, helping our employees to live healthy, full and productive lives.

Sustainability

Oxkem is committed to operating responsibly.

- We seek to reduce adverse environmental impacts from our operations.
- To manage our environmental risks, we pursue a path of continuous improvement – investigating, assessing, and understanding the environmental aspects and impacts of our activities, and always seeking to optimise our practice.

Engagement and dialogue to improve EHS performance.

We recognise and reward our employees' performance in every aspect of EHS: we believe that engagement, diversity of thought and active dialogue help us to learn, to enhance our transparency, and to foster trust among our employees, contractors and key partners.

Edward Head

Managing Director

Oxkem Ltd

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